

Employee Churn Prediction Model

Overview

Departments

Employee At-Risk: Identifing employees who might be thinking of leaving, Allowing HR to act early and address their issues.

Analyzing Turnover Causes: By analyzing key factors causing employee churn and addressing them beforehand like management practices, workload, and career development to enhance retention.

Retention Strategies: Insights from these models can guide the development of targeted retention programs and policies.

Supporting Metrics

Departments
10

Satisfaction Level
0.5

Total Years
3.39

Last Evaluation
0.47

What is Driving churn



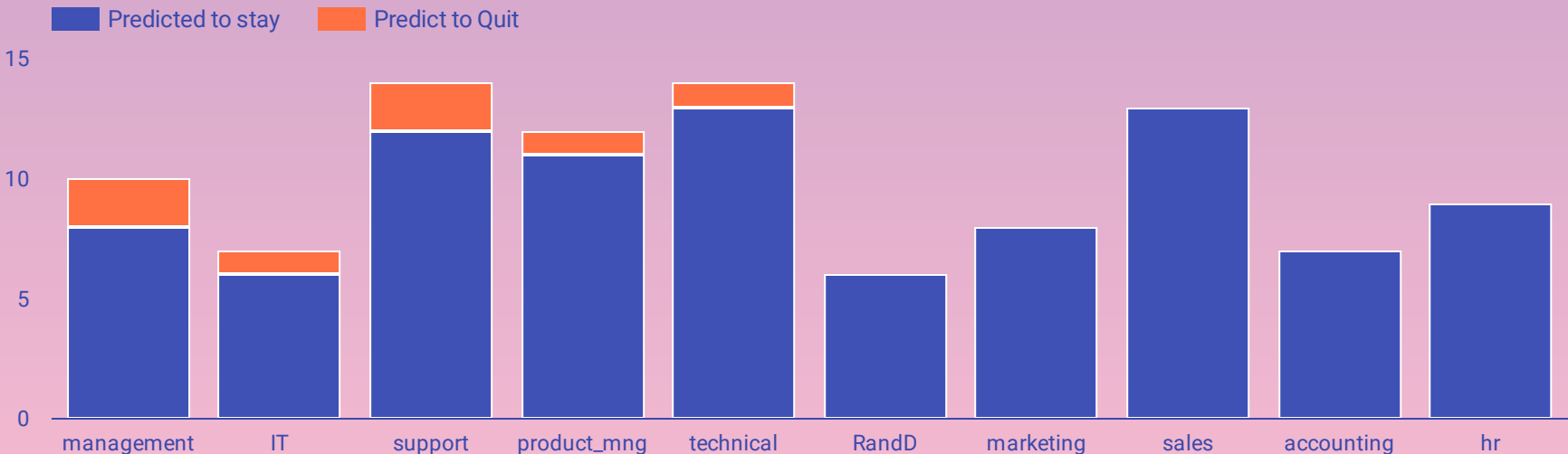
How our Algorithm Works?

The Random Forest model shows that **job satisfaction** is the key factor in predicting whether employees will stay or leave. Employees who are more satisfied, have been with the company **longer, work on more projects, work moderate hours**, and receive **higher performance evaluations** are more likely to stay. Surprisingly, **work accidents** have little effect on their decision to stay or leave. This suggests that improving job satisfaction is crucial for retaining employees.

satisfied

Employee Sentiment

Where are People Leaving



7%

Churn Percentage

7

Predicted to Leave