

# CHURN MODEL - PILOT PROGRAM

Churn Percent

7.0%

## Employee Retention Program

Identifying At-Risk Employees: Churn models can highlight employees who may be considering leaving, allowing HR to take proactive steps to address their concerns. Understanding turnover causes by analyzing factors that contribute to the churn, HR can address issues such as management practices, workload, lack of career development opportunities, etc, Enhancing employee retention strategies insights from these models can guide this development.

Overall Emp. Sentiment  
Satisfied

### Supporting Metrics

Departments  
10

Satisfaction  
0.5

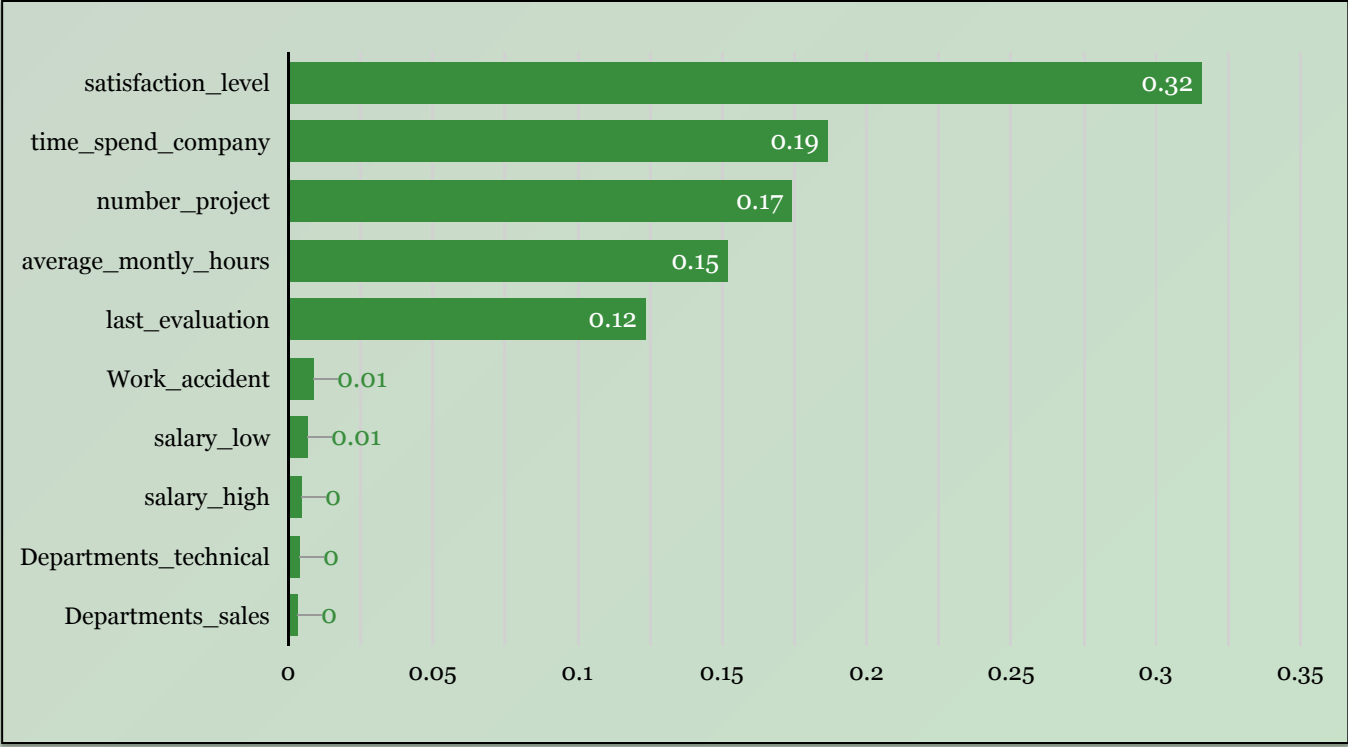
Total Years  
3.39

Last Evaluation  
0.47

What's Causing Churn?

## How Our Algorithm Works

The Random Forest model found that the most crucial factor for predicting whether employees stay or leave a company is their job satisfaction. The longer they've been with the company, the more projects they have, the moderate number of hours they work, and the higher their performance evaluations, the more likely they are to stay. Surprisingly, whether or not they had a work accident doesn't seem to have much of an impact on their descision to stay or leave. This information can help the company focus on improving job satisfaction to retain valuable employees.



## Where is Churn Occuring?



Predicted To Leave

7