



# Churn Model for Pilot Program

## Our Employee At Risk Pilot Program

Churn Percent  
**7.0%**

**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 churn, HR can identify and address systemic issues in the organization, such as: management practices, workload, lack of career development opportunities.

**ENHANCING EMPLOYEE RETENTION STRATEGIES:** Insights from these models can guide the development of targeted programs and policies.

### Supporting Metrics

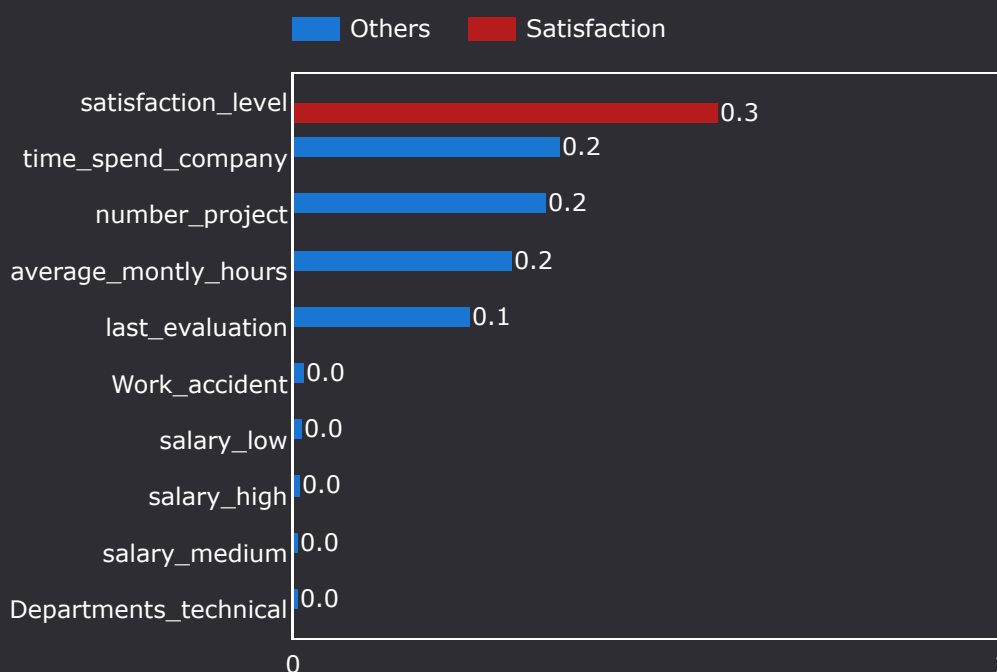
Departments  
**10**

satisfaction\_level  
**0.5**

time\_spend\_company  
**3.39**

last\_evaluation  
**0.47**

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### How Our Algorithm Works

The **Random Forest Model** found that the most critical factor for predicting whether employees will 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 evaluation, the more likely they are to stay.

Surprisingly, whether or not they had a work accident doesn't seem to have much impact on their decision to stay or leave.

This information can help the company focus on improving job satisfaction to retain valuable employees.

**Satisfied**

Employee  
Sentiment

## Where Are People Leaving?

**7**

Predicted to Leave

