

Employee Attrition Pilot Program Model

Employee Attrition Pilot Program Framework

Departments

Attrition Prediction
7.0%

Predicting Employee Attrition:Attrition models can identify employees likely to leave an organisation,therby allowing the HR plan to address their concerns.
Reasons for Attrition: Analysis of attrition factors will highlight and deal with internal issues,such as managent style,workload and career progression oppotunities.
Improved Retention Strategies: Insights from these models can enhance programs and policies.

Supporting Metrics

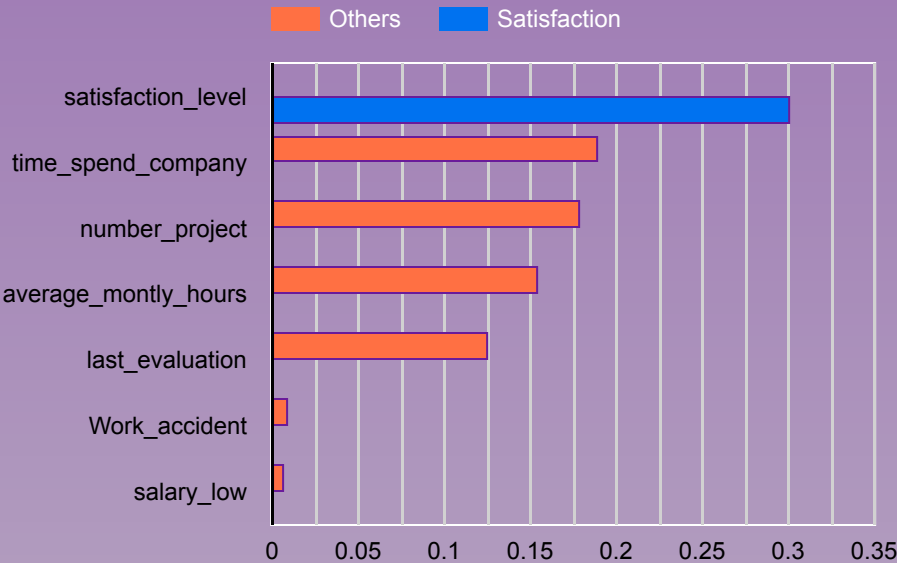
Departments
10

Satisfaction Level
0.5

Years Spent
3.39

Last Evaluation
0.47

What is Driving Attrition



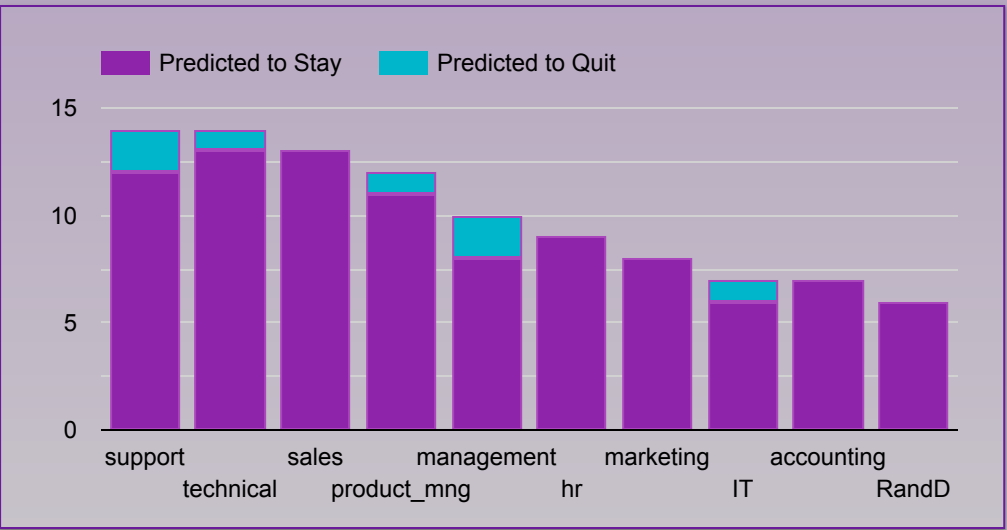
How the Random Forest Works

The Random Forest model reveals that job satisfaction is the key factor in predicting whether employees will stay or leave. Employees who have been with the company longer, work on more projects, have moderate working hours, and receive high performance evaluations are more likely to stay. Surprisingl, work accidents have little impact on their decision. This insight suggests that the company should focus on enhancing job satisfaction to improve employee retention.

Satisfied

Employee
Sentiment

Where are People Leaving



Recommendations

Acknowledging and rewarding employees boosts job satisfaction and motivation..

More investment in training and development increases commitment and job satisfaction.

Offering retention incentives encourages long-term commitment.

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Predicted to Leave