



# Churn Model For Pilot Program

## Our Employee At Risk Pilot Program

Departments

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 , or lack of career development opportunities. Enhancing Employee Retention Strategies: Insights from these models can guide the development of targeted retention programs and policies.

### Supporting Metrics

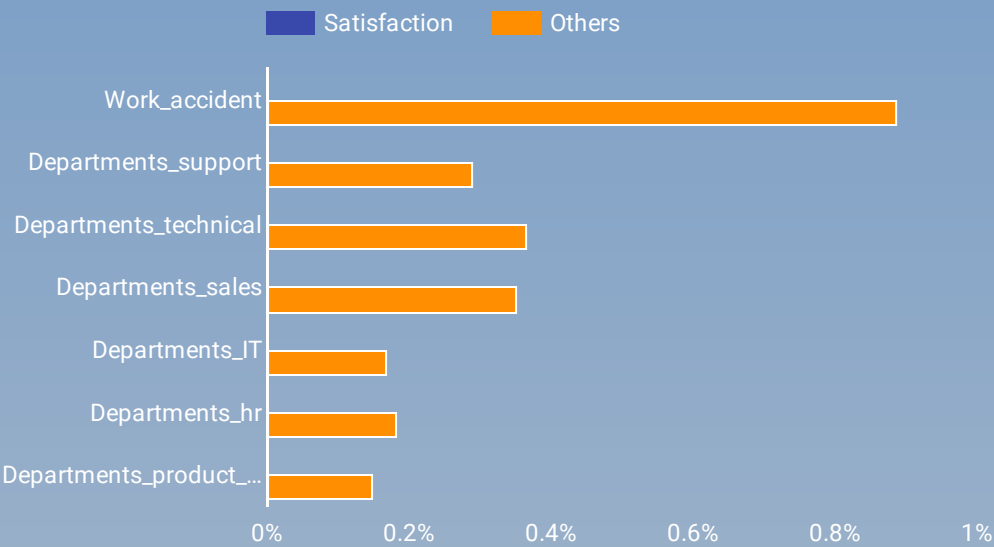
Departments  
10

satisfaction\_level  
0.5

Total Years  
3.39

Last Evaluation  
0

### What is Driving Churn



### How Our Algorithm Works

The Random Forest Model found that the most crucial factor for predicting whether employees will stay or leave a company is their job satisfaction. The longer they have been with 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 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

