Churn Prediction Model for Pilot Program

Departments ▾

7%
% of Churn

Churn Model for Pilot Program: Strategic Employee Retention Initiative

Proactive Identification of At-Risk Employees:
Our advanced churn model is designed to pinpoint employees who may be contemplating departure. This enables our Human Resources team to engage proactively and address individual employee concerns with precision.

Decoding Turnover Triggers:
We delve into the myriad factors that contribute to employee turnover. By dissecting aspects such as management dynamics, workload balance, and advancement opportunities, our HR professionals can uncover and tackle systemic challenges within the organization.

Refining Retention Strategies:
The insights garnered from our churn model are pivotal in crafting bespoke retention programs and policies. These data-driven strategies are tailored to fortify employee satisfaction and loyalty, thereby fostering a more stable and committed workforce.

This dashboard empowers our team with actionable intelligence, ensuring that we stay ahead in nurturing a thriving, productive workplace culture.

Supporting Metrics
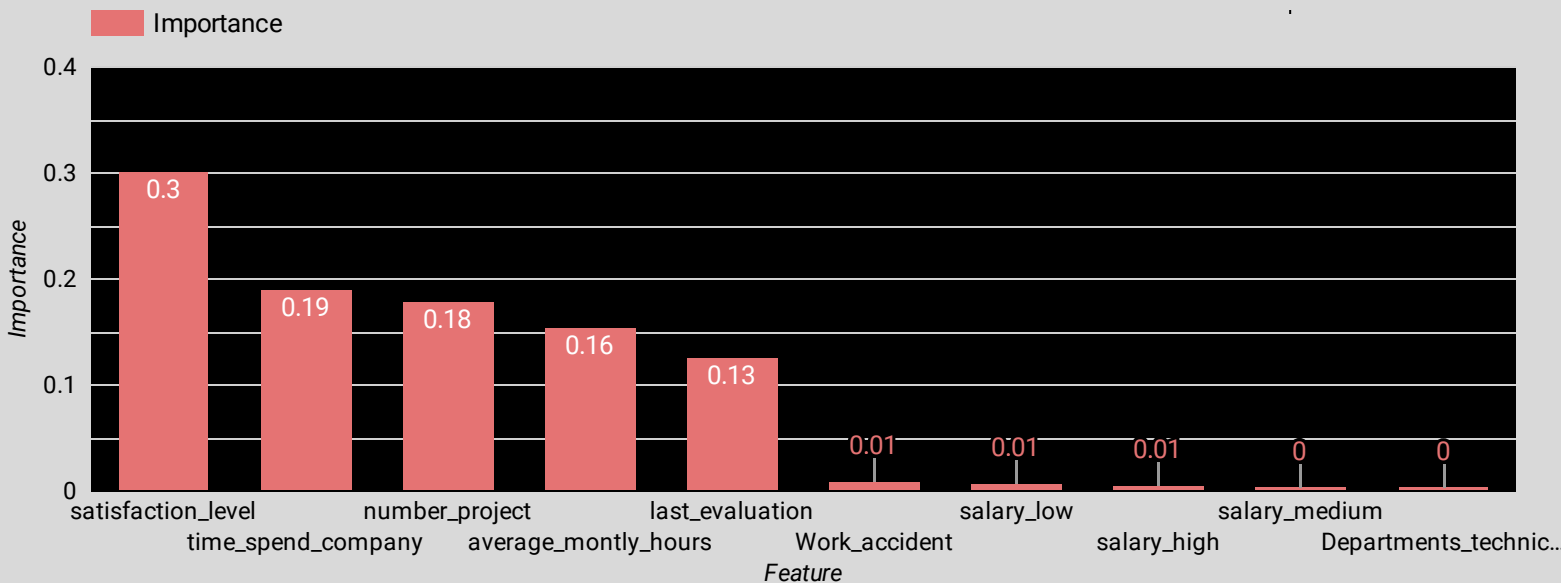
Departments	Satisfaction Level	Time Spent	Last Evaluation
10	0.50%	3.39	0.47

Key Factor: Satisfaction Levels

Factors Driving Churn

Our predictive analysis, utilizing the Random Forest algorithm, has determined that employee job satisfaction is the paramount predictor in forecasting retention. The analysis reveals a pattern: employees with prolonged tenure, a substantial number of completed projects, and moderate working hours are more inclined to remain with the organization. Furthermore, the data indicates a positive correlation between higher performance evaluations and employee loyalty.

Contrary to expectations, our study shows that experiencing workplace accidents does not significantly influence an employee's decision to stay or depart. This pivotal insight directs our focus towards the enhancement of job satisfaction, providing a strategic avenue for bolstering employee retention.

Where are People Leaving

7
Predicted to Quit