

# Churn model for Pilot Program

## Our employee AT Risk Pilot Program

Identifying at risk employees :Churn models can highlight employees who maybe considering leaving ,allowing HR to take predictive 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,worldload,or lack of career development opportunities .Enhancing employee retention strategies.Insights from these models can guide the dev of targetted retention programs and policies.

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### Supporting metrics

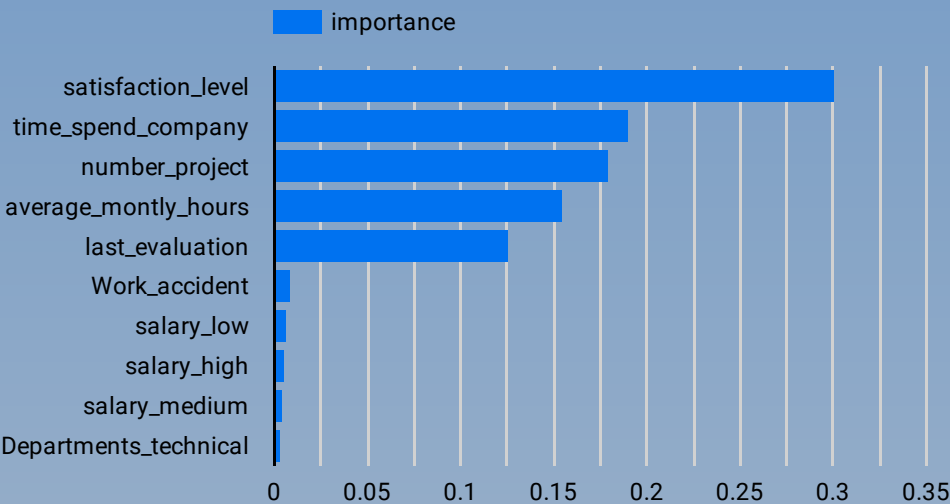
Departments  
10

satisfaction\_level  
0.5

Total\_years  
3.39

last\_evaluation  
0.47

## What is Driving Churn



## How Algorithm works

Random forest alg found  
that most crucial factor for  
predicting weather  
employees will stay or leave

**Satisfied**  
Emploee sentiment

7.0%

## Where are people leaving

