

Employee Churn Model for Pilot Program

Employees At Risk Initiative

Departments

Identifying employees at risk of leaving the company: Churn models can be used to highlight employees who may be considering leaving the company; hence, this project enables the HR department 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.

7.0%

Supporting Metrics

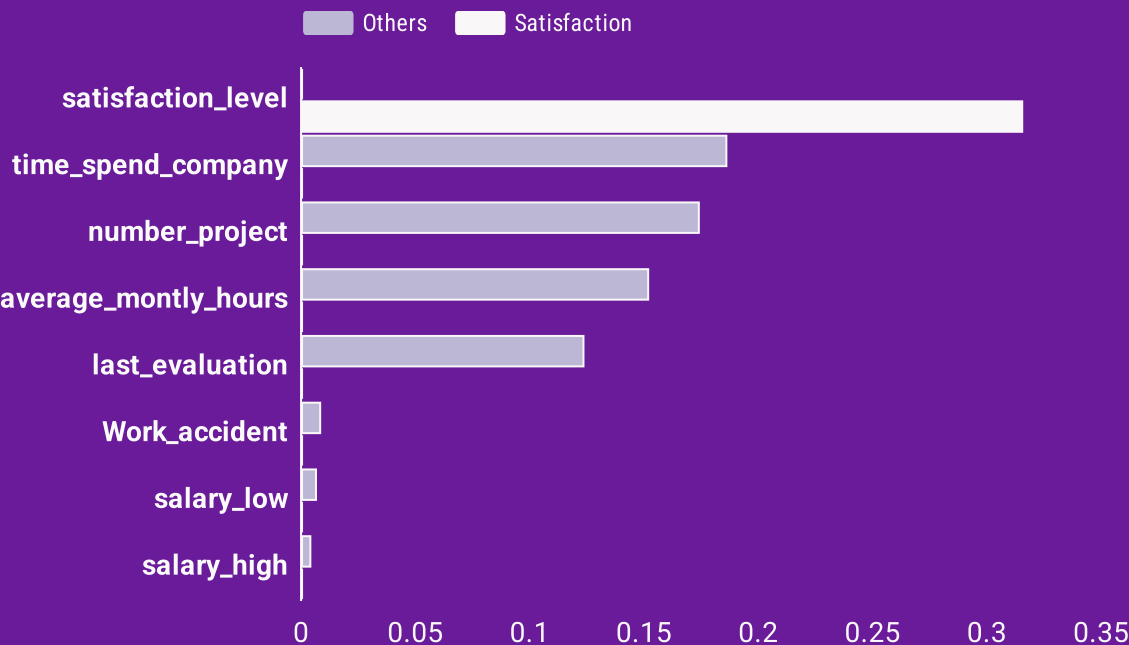
Departments
10

Satisfaction Level
0.5

Tenure in Company
3.39

Last Evaluation
0.47

What is driving churn?



How the Model Predicts Attrition

The predictive algorithm identifies employees at risk of leaving by analyzing key behavioral and satisfaction factors.

The primary driver is job satisfaction, which is the strongest predictor of retention.

- **Key Supporting Factors:** Retention likelihood increases with tenure, number of internal projects, higher performance evaluations, and lower working hours.
- **Key Insight:** Factors like workplace accidents showed minimal impact on retention decisions.

Recommendation:
Focus retention efforts on initiatives that directly improve employee satisfaction and work-life balance to maximize impact.

Satisfied

Employee
Sentiment

Which Departments are at the Highest Risk of Turnover?



7

Predicted to Leave