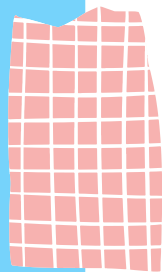




UNDERSTANDING BUSSINESS PROBLEM

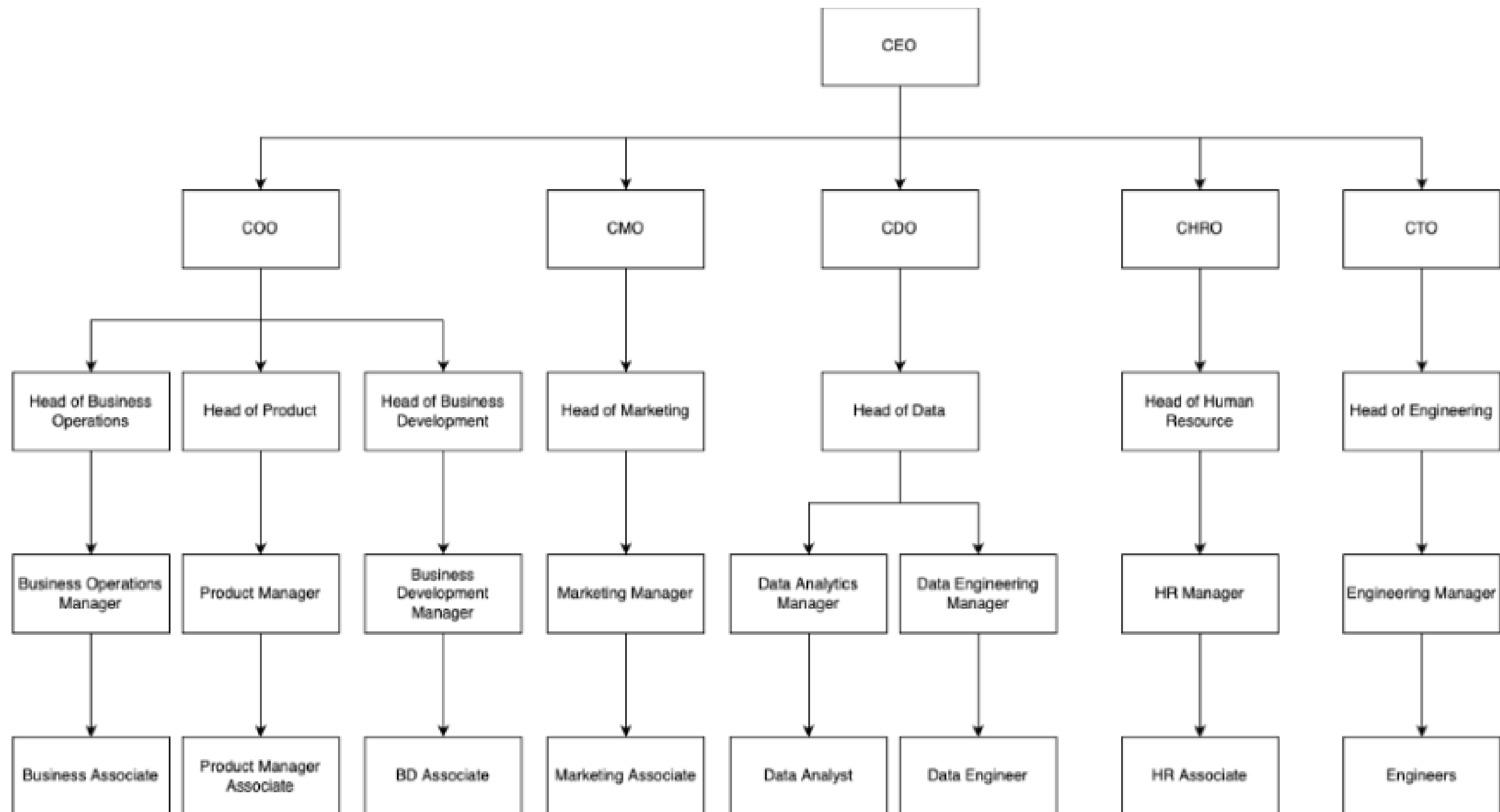


OVERVIEW



A large company named XYZ, employs, at any given point of time, around 4000 employees. However, every year, around 15% of its employees leave the company and need to be replaced with the talent pool available in the job market. The management believes that this level of attrition (employees leaving, either on their own or because they got fired) is bad for the company. what factors we should focus on, in order to reduce attrition

ORGANIZATION STRUCTURE

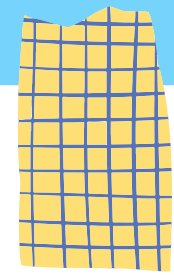


ANSWER



DARCI

ROLE	STAKEHOLDERS
Decider	Head of Human Resource
Accountable	Head of Data
Responsible	Human Associate, Data Engineer, Engineers, Data Analyst
Consulted	COO, CMO, CDO, CHRO, CTO
Informed	Head of Human Resource, Head of Data, Head of Engineering



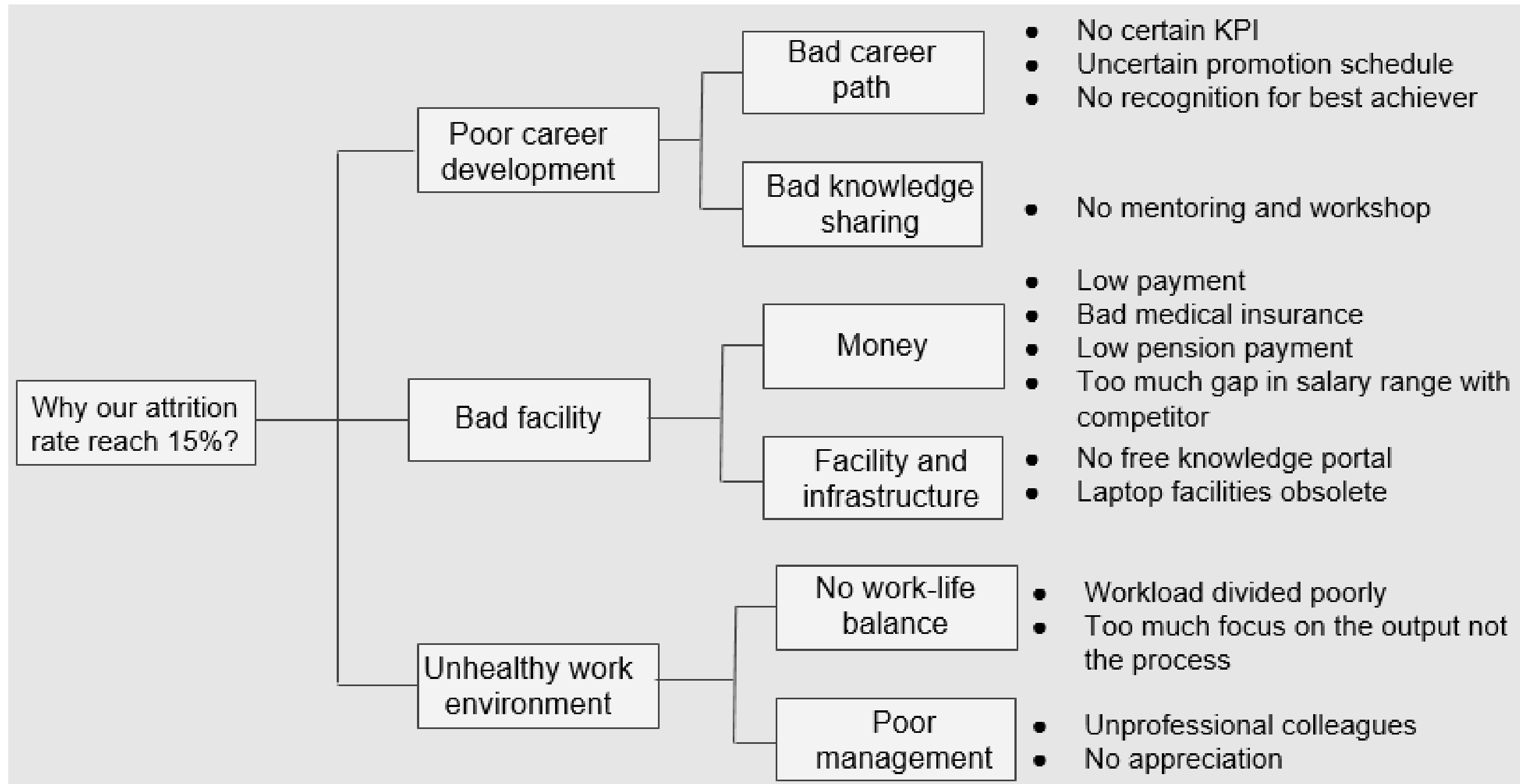
PROBLEM STATEMENT

How we can gradually decrease our attrition rate from 15% to 12% within a year and 7% for next year?

OBJECTIVE

To gradually decrease our attrition rate from 15% to 12% within a year and 7% for next year

ROOT CAUSE





HYPOTHESIS

1

If we make certain KPI, we will decrease our attrition rate by 12% within a year and 7% for next year?

2

If we make better promotion schedule, we will decrease our attrition rate by 12% within a year and 7% for next year?

3

If we recognize best achiever, we will decrease our attrition rate by 12% within a year and 7% for next year?

4

If we have mentoring and workshop, we will decrease our attrition rate by 12% within a year and 7% for next year?

5

If we make better payment , we will decrease our attrition rate by 12% within a year and 7% for next year?

SOLUTION

METRICS	REASON
Monthly attrition rate	To know average of attrition monthly
Employee satisfaction rate	To know what makes employee satisfied
Employee performance rate	To know how employee performance
Absence rate	To know how often the employee absence so we can ask their absence if they absence too often



**THANK
YOU!**

Have a
great day
ahead.