

Corporate Employee Attrition Analytics

- Attrition is a problem that impacts all businesses, irrespective of geography, industry and size of the company. Employee attrition leads to significant costs for a business, including the cost of business disruption, hiring new staff and training new staff. As such, there is great business interest in understanding the drivers of, and minimizing staff attrition.
- Obviously, it's important for organization to reduce the main reasons employees leave for others position. Good people don't leave good organization they leave poor managers.
- If all employees stay in the same organization for a very long time, most of them will be at the top of their pay scale which will result in excessive manpower costs.
- When certain employees leave, whose continuation of service would have negatively impacted productivity and profitability of the company, the company is benefited.
- New employees bring new ideas, approaches, abilities & attitudes which can keep the organization from becoming stagnant.
- There are also some people in the organization who have a negative and demoralizing influence on the work culture and team spirit. This, in the long-term, is detrimental to organizational health.
- The first step to building an employee retention model is to determine who is leaving the organization, when they are leaving, and why they are leaving.
- To predict future patterns, we first look to the past to answer the who, when, and why questions. As we noted in a previous article, we can find the answers to these questions by using engagement survey data collected six months to one year in the past, and creating a post-hoc demographic of employees who left the organization voluntarily. Analyzing this demographic will reveal information about turnover in various job roles, tenure levels, business units, and locations – and reveal pockets of high turnover – to tell us who is leaving and when.
- An employee listening perspective will answer the question of why. We can look at what employees who left were telling us about the workplace, work relationships, and their sense of connection to the organization in the months before they left. The comparison of engagement survey data to termination data can reveal areas of the employee experience in need of improvement. We can also look at how the responses of employees who left the organization varied from those who stayed to see which factors in the experience might have been barriers to engagement. This method can be used by any organization that conducts engagement surveys and has the ability to group employees by various demographic factors.
- Exit surveys are another potential data source that can provide richer information. Comparing responses on exit surveys to employees' engagement survey responses can reveal how the employees' perceptions changed over time. Correlating exit and engagement survey data can yield additional capability to predict attrition risk.