

# i4talent Employee Turnover Case



In a competitive market where labor costs are rising and qualified personnel are scarce, it is crucial for companies to retain valuable employees. Employee turnover not only incurs replacement costs but also results in the loss of knowledge and disruption of workflows. i4talent, originally a staffing agency for finance professionals and later also for data analysts, recognizes this issue within its own organization and aims to address it.

By leveraging data science, an Employee Turnover Prediction Model can be developed. This model analyzes patterns in employee data, such as internal mobility and job satisfaction, to identify at-risk employees early. This enables i4talent to proactively respond to their needs, such as offering flexibility, development opportunities, or improvements to the work environment.

In addition to predicting turnover, the model provides insights into employee motivations and satisfaction. This allows i4talent to implement targeted HR policies, enhance the work experience, and reduce the cost per retained employee. At the same time, it strengthens i4talent's reputation as an attractive employer, which not only aids in retaining talent but also helps attract new professionals.

Through this data-driven initiative, i4talent can reduce employee turnover, increase engagement, and establish a stable foundation for growth and success in a dynamic market.