**SPRINGBOARD – Capstone Project Ideas**

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**Background**

Employer Value Proposition (EVP) refers to the value that an employee derives from working in an organisation. When the company’s EVP is more effective than other companies, the employee stays. Otherwise, the employee will want to leave.

Key pillars of an effective EVP include job security, career progression/development, performance management/recognition, learning, compensation, culture of inclusion, global mobility, health/well-being.

Some of these EVP drivers can be assesses by looking at critical data points concerning the employees of an organisation.

1. **Finding Expected Leavers**

**Problem:** which employees are a high ‘flight risk’ i.e. ready to resign?

**Data that will be used to solve the problem:** I will need data sets of employees who have *voluntarily left* an organisation in the past 5 years (more years if available). I will want to examine if there are commonalities among Voluntary Leavers across any of the below data points versus employees who are still in the organisation (at various tenures: 1 yr. 2-3 yrs, 4-5 yrs, 6-7 yrs, 8-10 yrs, +10 yrs):

* Tenure in the organisation
* Tenure in role
* Number of roles occupied
* Average tenure per role
* Number of promotions
* Average tenure in Band
* Last 5 performance ratings (mean, median and mode)
* Last 5 Talent ratings (mean, median and mode)
* Their first ever performance rating
* Their first ever Talent rating
* Were they on a succession plan when they left
* Number of times they were ever on a succession plan
* Number of hours spent on Learning each year that they were in the organisation
* How long ago since their last salary increase
* How long ago since their last promotion
* How long ago since the last time they got a ‘high performer’ rating
* How long ago since last time they got an ‘Identified Talent’ rating
* Their engagement index per year
* Their manager’s engagement index per year (vs industry average index)
* Their manager’s performance rating per year (vs industry average index)
* Their manager’s Talent rating per year
* Their peer’s average engagement index per year (vs industry average index)
* Their peer’s average performance ratings per year
* Their peer’s average Talent ratings per year
* Diversity (gender, age, ethnicity, nationality, religion, disability, sexual orientation)
* Number of languages spoken
* Number of international assignments/ moves
* What % above/ below team average was their past 5 bonuses
* What % above/ below team average was their base pay
* What % above/ below industry position average was their base pay
* What was their number of absent days per year (compared to team average)
* What was their number of paid leave days taken per year (compared to team average)

1. **Employer Value Proposition (EVP) Effectiveness**

**Problem:** is the investment that the organisation is making in its EVP translating through to engagement?

**Data that will be used to solve the problem:** I want the same data points described above but for the *existing* employees of the organisation to check if there are commonalities between the top engaged, the medium engaged, the low engaged on these data points.

1. **Profile of a High/ Medium/ Low Performer**

**Problem:** are there common EVP characteristics between High/ Medium Low Performers? What?

**Data that will be used to solve the problem:** I want the same data points described above but for the *High/ Medium/ Low Performers* of the organisation (using their last performance rating) to check if there are commonalities between them on these data points.

**NOTE:** the above data points are what I can think of now. Depending on the data sets I find and what is available, maybe more interesting/ additional data points will be included that are more telling about EVP, employee engagement and performance.