

# AI-Powered Employee Retention Predictor

## Problem Statement:

Turnover is expensive. Businesses often don't know employees are disengaged until it's too late.

### High Attrition Costs

High attrition costs lead to decreased **productivity and morale** within organizations.

### Lack Real-Time Insights

Without real-time insights, HR teams struggle to prevent employee resignations effectively.

### Reactive Solutions

Current solutions often fail, being **reactive** instead of utilizing predictive analytics.



# AI-Powered Employee Retention Predictor

Transform your retention strategy with OpenAI data-driven analysis that put you ahead of potential departures.



## Open AI-powered Retention Risk Analysis

Classifies employees as **Low, Medium, or High** risk using open AI-powered prediction on employee's data points



## Open AI-powered Recommendations

Delivers open AI-powered actionable suggestions for each employee based on their specific risk factors



## Interactive Dashboard

Provides drill-down capabilities into key metrics, engagement scores, and survey feedback for comprehensive analysis



## Overall Insights

Department-level risk visualisation empowers strategic decision-making across your entire organisation

# OpenAI API

- **OpenAI Chat Completions API**
  - **Risk Prediction**
    - Takes in employee data points (salary, engagement score, tenure, survey responses, etc.).
    - Sends it to GPT-4 with a prompt asking for retention risk classification: **Low, Medium, or High.**
    - Extracts both the **Risk Level** and a short **Reason.**
  - **Recommendations**
    - Asks GPT-4 for 3 actionable steps to reduce retention risk for the employee.
    - Returns a clean list of recommendations.

# Use cases – Real World Impact



## **HR Teams:**

Identify employees at risk and proactively address concerns with tailored interventions.



## **Managers:**

Understand team engagement drivers and recognition gaps.



## **Executives:**

Make data-driven decisions to reduce attrition costs and improve workforce stability.



## **Employees (Indirectly):**

Benefit from improved engagement, recognition, and support, enhancing overall satisfaction.

# Key Takeaways

AI-Powered Employee Retention Predictor is a **practical**, AI-driven tool that:



**Stop attrition before it happens** with AI-powered predictive analytics.



**Empower HR to act, not react**, through personalized AI recommendations.



**Turn complexity into clarity** with intuitive, interactive dashboards.



**Scale with confidence** — designed for seamless integration into live HR systems and real-time AI models.