



*What do they*  
**THINK AND FEEL?**

what really counts  
major preoccupations  
worries & aspirations

*What do they*  
**SEE?**

environment  
friends  
what the market offers

*What do they*  
**SAY AND DO?**

attitude in public  
appearance  
behavior towards others

*What do they*  
**HEAR?**

what friends say  
what boss say  
what influencers say

- An issue that every company deals with is attrition .So Employee attrition analysis is essential.
- It is specifically focused on identifying why employees voluntarily leave ,what might have prevented from them leaving .
- How can we use data to predict attrition risk.
- It is used to help the organisation understand and design the intervention that will be most effective in reducing unwanted attrition.
- To strike the right balance of holding on to top talent while accepting that some level of attrition is healthy.It enables to find balance.

- Existing employee attrition This type of view asks the question "How many of my employees who worked here a year ago today have left".
- This Fixes the set of employees you are looking at to just those that were employed 12 months ago.
- The figure below plots how many of those employees hired 12 months ago are still in their seat over the 12 months.
- The plot would always be a strictly decreased curve.

- Employees who were the most engaged had an attrition rate of 5.7% in the six months.
- Less than one third of the 20.6% attrition rate for employees who were actively disengaged.
- Addressing burnout through targeted interventions.
- Employee attrition is the internal data of the company

- Attrition refers to the number or percentage of employee who are leaving the company to work for other companies or who have decided to pursue other opportunities.
- The attrition rate is the measurement you use to determine the percentage of employees who have left a company in a given period
- Divide the average number of departures in a given period over the average number of employees in that period and then multiply by 100 to get the percentage.

- The attrition rate is typically calculated as the number of employees lost every year over the employee base.
- This employee base can be tricky however,most firms just use a start of year employee count as the base.
- Some firms calculate it on a rolling 12-months basis to get a full year impact.

**PAIN**  
fears  
frustrations  
obstacles

- There is increased cost associated with every level of the process
- This has to be the highest pain to a company when employees leave their jobs.
- This goes without saying when employees leave an organization they take with them the experience they have gained overtime.
- Research shows that these costs are way more than the losses incurred in managing and missing out on work.
- Losing and Paying of the previous employee, hiring a new one, training cost for the new employee.

**GAIN**  
“wants” / needs  
measures of success  
obstacles

- It brings to fore the cause of employee disengagement.
- Enables HR managers develop long-term strategies to reduce attrition.
- Competitive measures to enhance company brand image.
- Develop and shape drills that benefit both the management and the employees
- Enhanced work culture.