

**Summary:** To augment current HR systems by implementing incentives & augmenting feedback channels through insights derived from data analytics

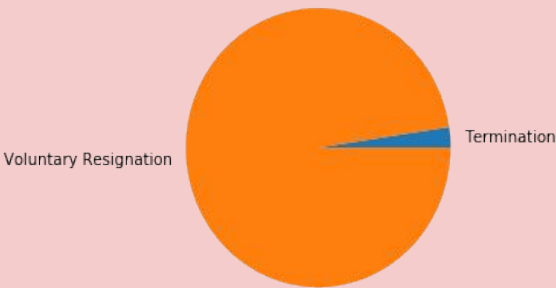
# AB0403 PART 2



Nanyang Business School

## REASONS FOR LEAVING A JOB

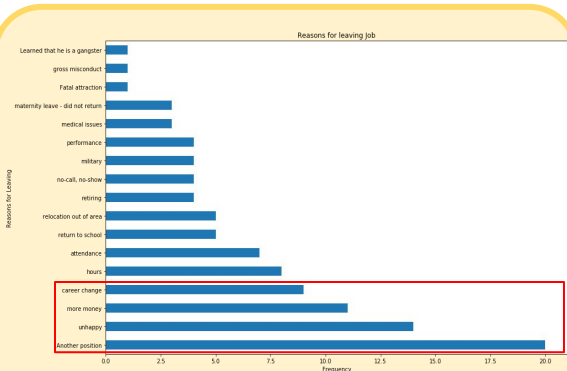
Reason for leaving



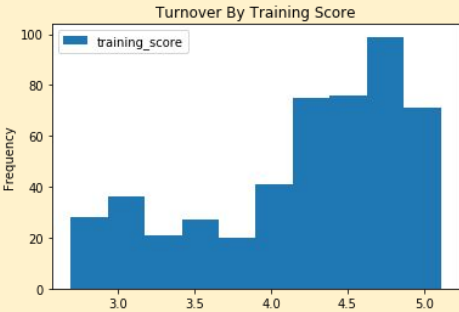
### OBSERVATION

Most employees that leave, voluntarily resign

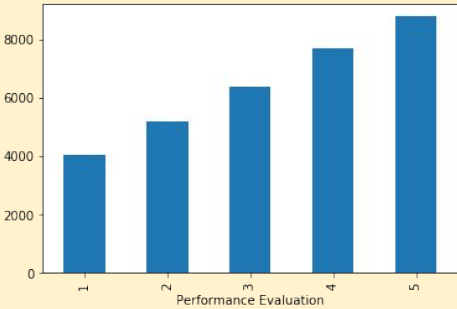
### INSIGHT 1 : POSSIBLE REASONS FOR VOLUNTARY RESIGNATION



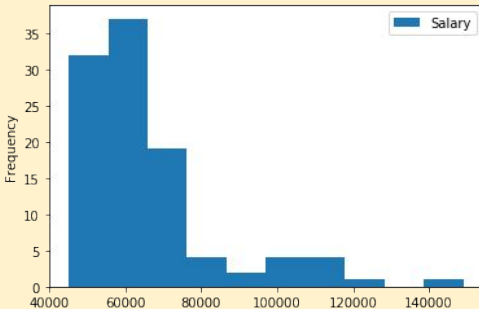
The top 3 reasons why employees leave are; “Change position”, “Unhappy” and “More money”



Employees with higher training scores are more likely to resign



Employees with better performance scores receive higher salary



Employee that voluntarily resigns are paid lower

### RECOMMENDATION (Rewards, opportunities and remuneration)

#### INSIGHT 1A



A highly engaged workforce can reduce a company's turnover by **25-59%**

Increase employees pay by giving them more responsibilities or better opportunities that is congruent to their skill level

#### INSIGHT 1B

**79%**

Of employees indicated that recognition makes them work harder

Implement rewards system to motivate employees to work harder, which encourages them to perform better through giving them better remuneration

1A

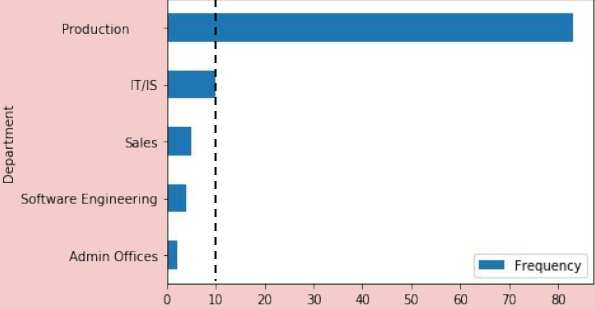
Employees leave as they feel their skill sets would be better utilized elsewhere or due to better opportunities

1B

Lower performance level leads to lower pay which results in higher turnover

## TURNOVER RATES FOR THE DIFFERENT JOB FUNCTIONS

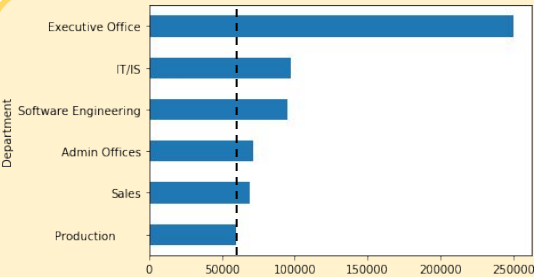
Termination Frequency By Department



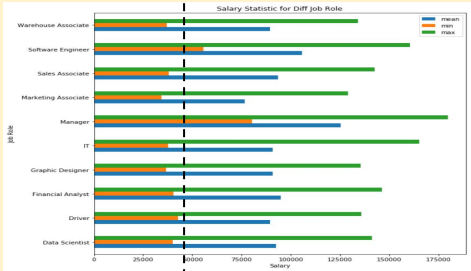
### OBSERVATION

Production is observed to have the highest termination frequency, with it being up to 8 times more than the other departments

### INSIGHT 2 : POSSIBLE REASON FOR PRODUCTION HAVING THE HIGHEST TURNOVER



The production department is shown to have the lowest salary among the rest



Only software engineers & managers receive a minimum salary similar to a university graduate

2

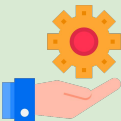
Employees tend to leave their jobs due to low salary. A study by Paychex found that 70% of respondents indicated that low salary is a primary reason for them leaving a job

### RECOMMENDATION (Employee Retention)

#### INSIGHT 2

**96%**

Of employees believe showing empathy is an important way to advance employee retention



Having more care and concern when managing the production employees to decrease turnover

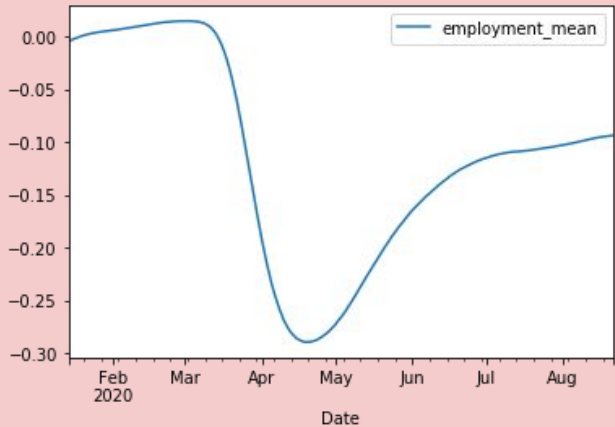


Provide training to production employees and provide other job opportunities within the company

# EMPLOYMENT RATE OVER THE MONTHS

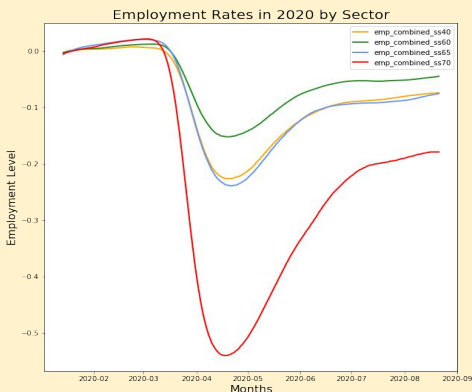


## INSIGHT 3: EFFECTS OF COVID-19 ON 2020 EMPLOYMENT RATES

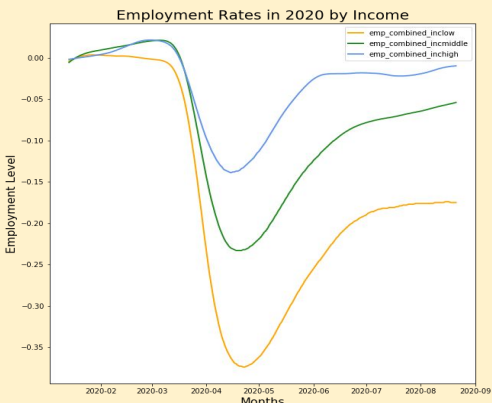


### OBSERVATIONS

Average employment rates dipped between April and May 2020, but recovered slowly afterwards from May 2020. This demonstrates increase in employment opportunities and recovery of the economy & various industries.



Employment in all sectors experienced a dip in April 2020, with the tourism industry having the lowest employment rate



Low income workers were hit the hardest as they had the highest turnover in April 2020

3

The dip in employment rates were due to COVID19, when the World Health Organisation declared a pandemic and countries went into lockdown. Businesses had to shut operations and reduce costs by laying off employees. However, the economy and businesses started recovering slowly as rules and regulations begin to relax

## RECOMMENDATIONS:

### INSIGHT 3



Covid-19 pandemic is expected to inflict **\$9 trillion to \$33 trillion** in economic damage



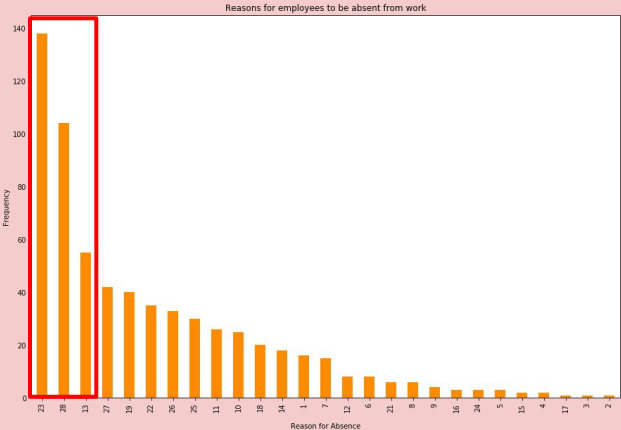
Invest in technologies and make annual maintenance investments to be more prepared. An initial 2 year 70b & 20b annual maintenance investment can reduce the risk of future pandemics by up to 325b



Redefine workplace strategies for the workforce to adapt should a crisis occur again. Continuously re-skill employees to ensure that they can adapt to a different working lifestyle

# ABSENTEEISM

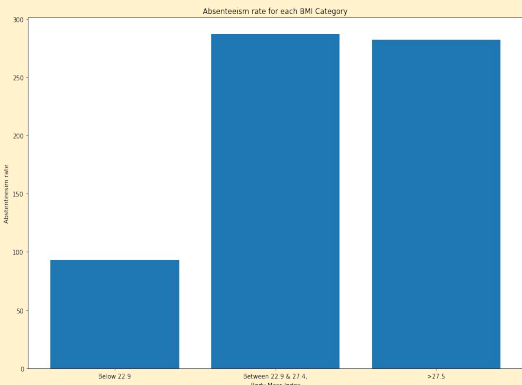
## INSIGHT 4 : POSSIBLE FACTORS THAT AFFECT ABSENTEEISM



### OBSERVATIONS

Top 3 reasons for absenteeism

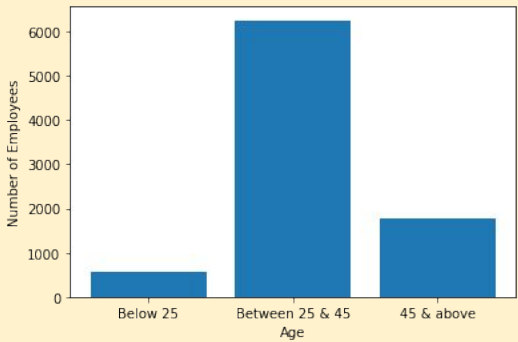
- Medical appointment
- Dental
- Diseases of the skin and subcutaneous tissue



BMI: Employees with higher BMI have higher absenteeism rate

4A

Employees with higher BMIs are more likely to be absent from work due to health issues



Employees are mostly within the age of 25 & 45, where people are health-conscious.

4B

Health consciousness could be a reason for the high number of medical & dental appointments. Employees are also susceptible to diseases as they grow older

## RECOMMENDATION

### INSIGHT 4A

44%

Of employees with BMI > 27.5 are more likely to miss work because of health issues



Companies can implement health programs for their employees to encourage them to engage in healthy lifestyles



### INSIGHT 4B

Companies & the government occasionally provide free health screening

## LIMITATIONS

1. Data may not be transferable among all industries and origins of dataset are different.
2. Cross data variability may exist and it is crucial to draw connection between datasets, however, this will lead to difference in analysis and insignificance in result. Thus, insights obtain may not be as accurate
3. Quantitative data can be analysed with other factors, however the team lacks qualitative data such as the type of company, job task variability and company resources for solution implementation.