



## The Business Problem:

- High employee turnover increases recruitment costs and disrupts productivity.
- Current HR methods are reactive, not proactive.

## The Solution:

- A Machine Learning tool to identify "At-Risk" employees before they leave.
- KPI: Reduce unexpected attrition and save replacement costs.

# Employee Retention Intelligence System

Reducing Attrition through Predictive Modelling



# The High Cost of Reactive HR

Why we need to predict attrition, not just measure it.

- **The Financial Blow:** According to Gallup (2019), replacing an employee costs 50% to 200% of their annual salary, depending on role complexity.
- **The Blind Spot:** Traditional HR relies on Exit Interviews (Reactive). By the time you know something is wrong, the employee is already gone.
- **The Goal:** Shift from "**Damage Control**" to "**Early Warning**" by identifying flight risk before the resignation letter lands.