

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.