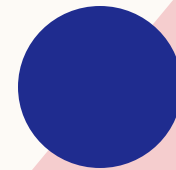# IDEASPICEI EMPLOYEE RETENTION

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PROBLEM STATEMENT

The problem we aim to solve is the high turnover rate of employees, which can result in significant costs and productivity loss for businesses. We have leveraged the power of data science and predictive modelling to develop a solution that predicts employee turnover

KEY FINDING

- A majority proportion, approximately 58.05%, of employees at level 1 depart from the company.
- Approximately 25-21% of employees in roles such as Research Scientist, Sales Executive, and Laboratory Technician each choose to leave the company.
- Employees with a background in medical and life sciences have a tendency to depart from the company.
- There is an approximate $2000 difference in average monthly salaries between employees who have left the company and those who have chosen to stay.
- Employees who receive a salary increase of less than 14% are more likely to leave the company.

SOLUTIONS

- Focuses on employees of roles Research Scientist, Sales Executive, and Laboratory Technician and improve the workflow.
- Increase minimum salary hike to 15% to retain the employes.
- By increasing the employee engagement activities
- Taking constant feedback from employee and constantly monitoring them
- Instead of hiring new employee it's better to invest on the trainings and refresher session for the already existing employees

THANK YOU

Let's Create a Positive Change Together!