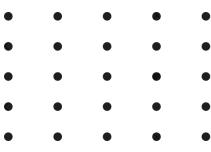




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Developing a Risk Intervention Framework

Next →

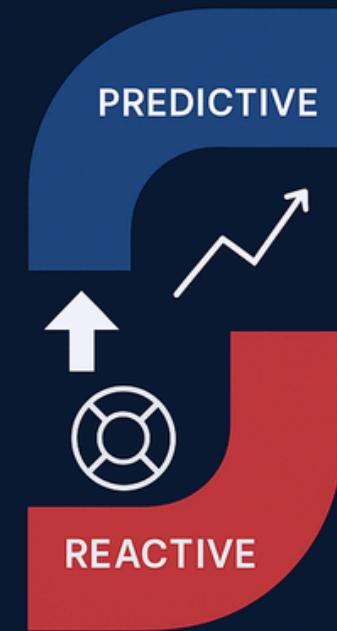


The Problem – Why This Matters

THE PROBLEM – WHY THIS MATTERS

- 60% of employees report burnout.
- 1 in 4 high-performing employees are at risk of quitting.
- \$1 trillion/year globally lost due to voluntary turnover (Gallup)
- Current HR tools don't predict problems – they report them too late

WHY THE WORLD NEEDS THIS NOW



DISTRIBUTED WORKFORCES

\$25B+

HR MARKET

Low Productivity



- Burnout, disengagement, and silent attrition are silently draining productivity.

Attrition Rate



1 in 4 high-performers are planning to quit in the next 6 months.

Economy



- The global economy loses over \$1 trillion annually due to voluntary attrition (Gallup).

HR Tools



Traditional HR tools are reactive – they only act after damage is done



Challenges faced by HR

- **Lack of real-time visibility into:**
 - Task delays
 - Bottlenecks
 - Performance drops
- **Manual reviews are inefficient and inconsistent.**
- **Attrition Risk is often detected after it's too late.**
- **No structured mechanism to trigger HR interventions based on data signals.**





Challenges faced by Employee



Uneven Workload Distribution:

- Some employees are overburdened without HR knowing.
- Others might be underutilized, leading to disengagement.

Lack of Feedback or Recognition:

- Contributions in tools like Confluence often go unnoticed.

Delayed Interventions:

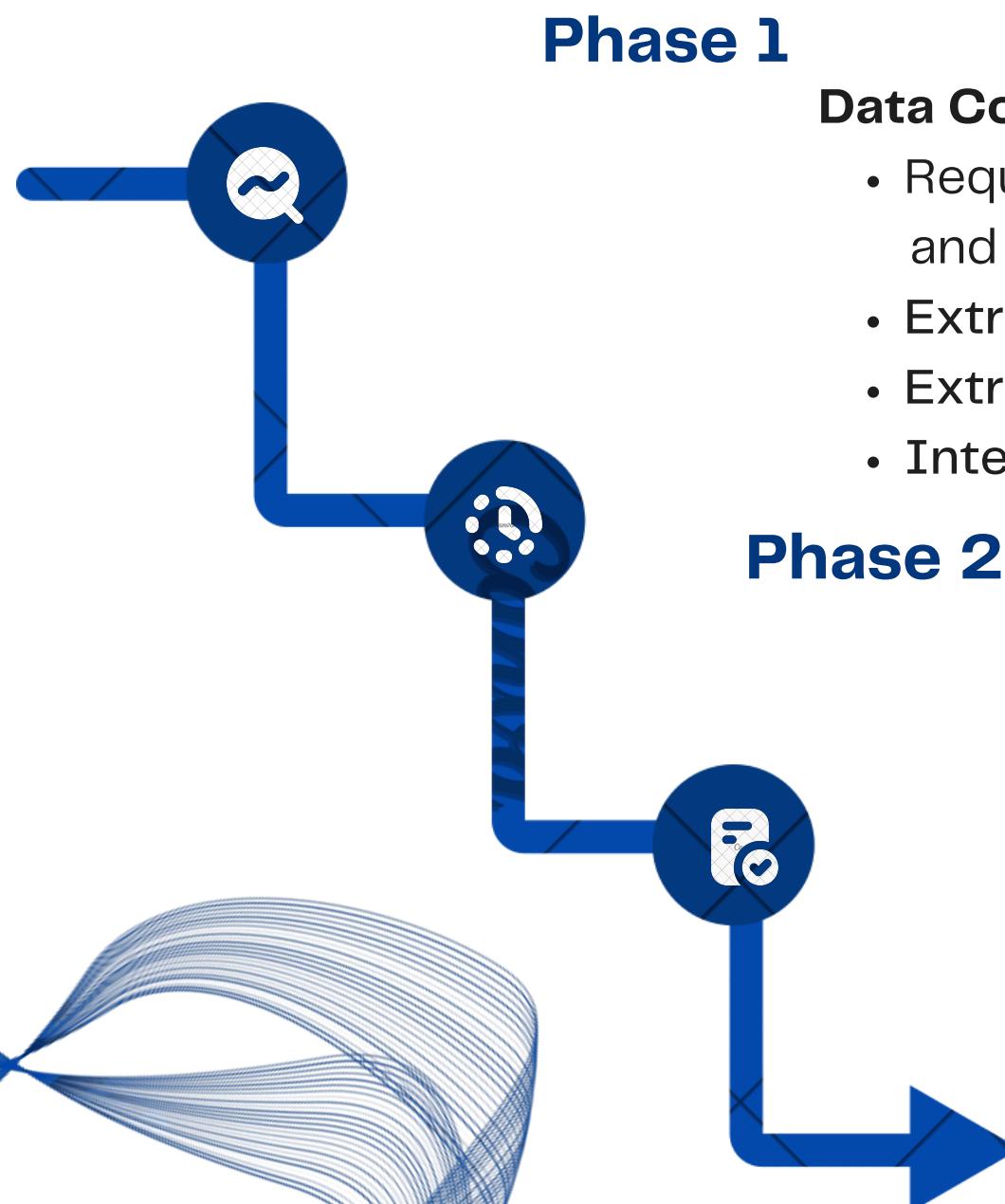
- Employees may struggle without coaching, reassignment, or support.

Communication Gaps:

- Disengagement in collaborative tools signals potential dissatisfaction.



Roadmap of the project



Phase 1

Data Collection & Integration

- Requirement elicitation from the stakeholders for getting an idea of the requirements and improve the efficiency and accuracy of the overall system
- Extract data from Jira (number of tickets, resolution time, comments).
- Extract from Confluence (document views, contributions, edits).
- Integrate to create a 360° performance view for each employee.

Phase 2

Build a risk score based on:

- Workload imbalance
- Task completion rate
- Collaborative engagement
- Time-series changes in performance

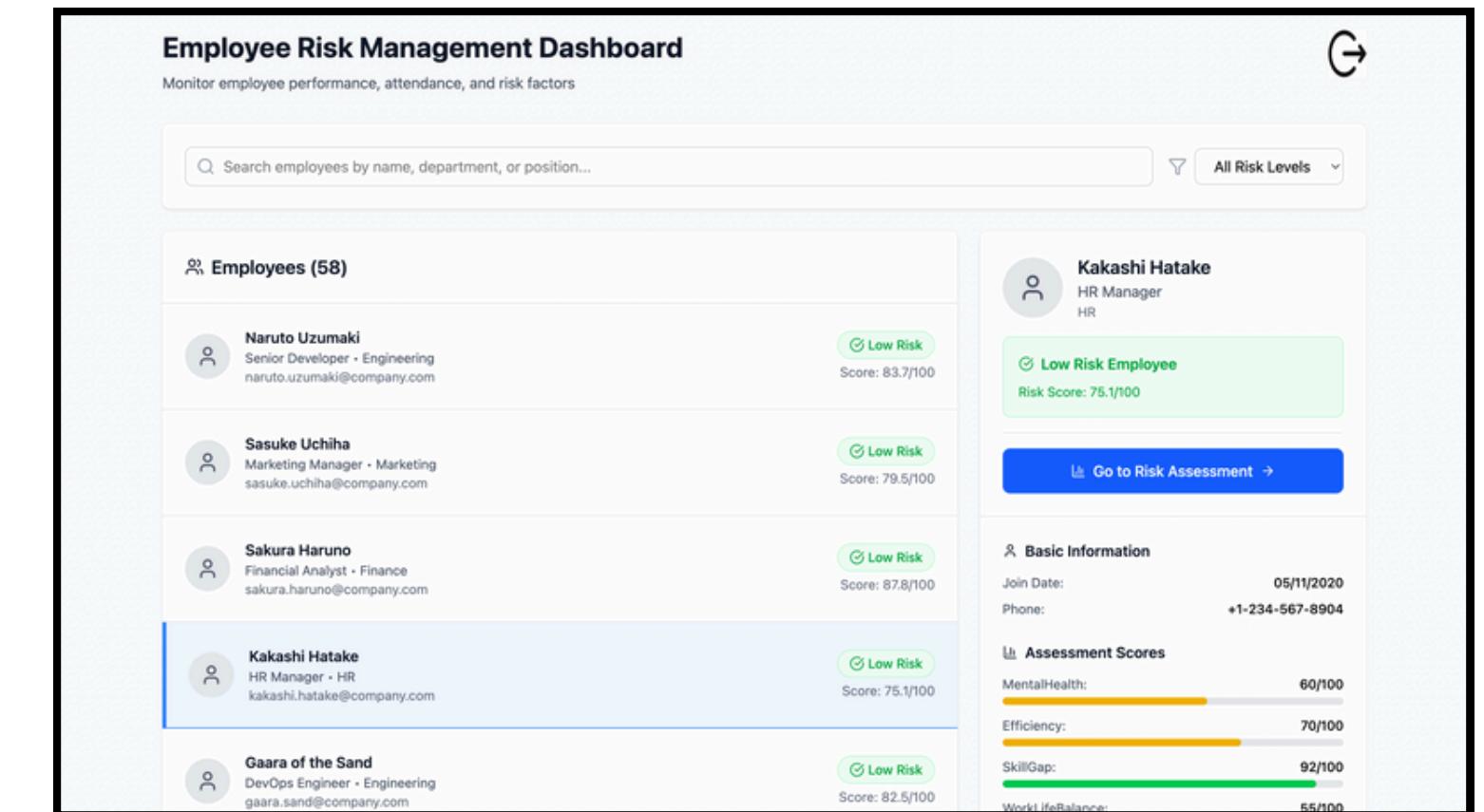
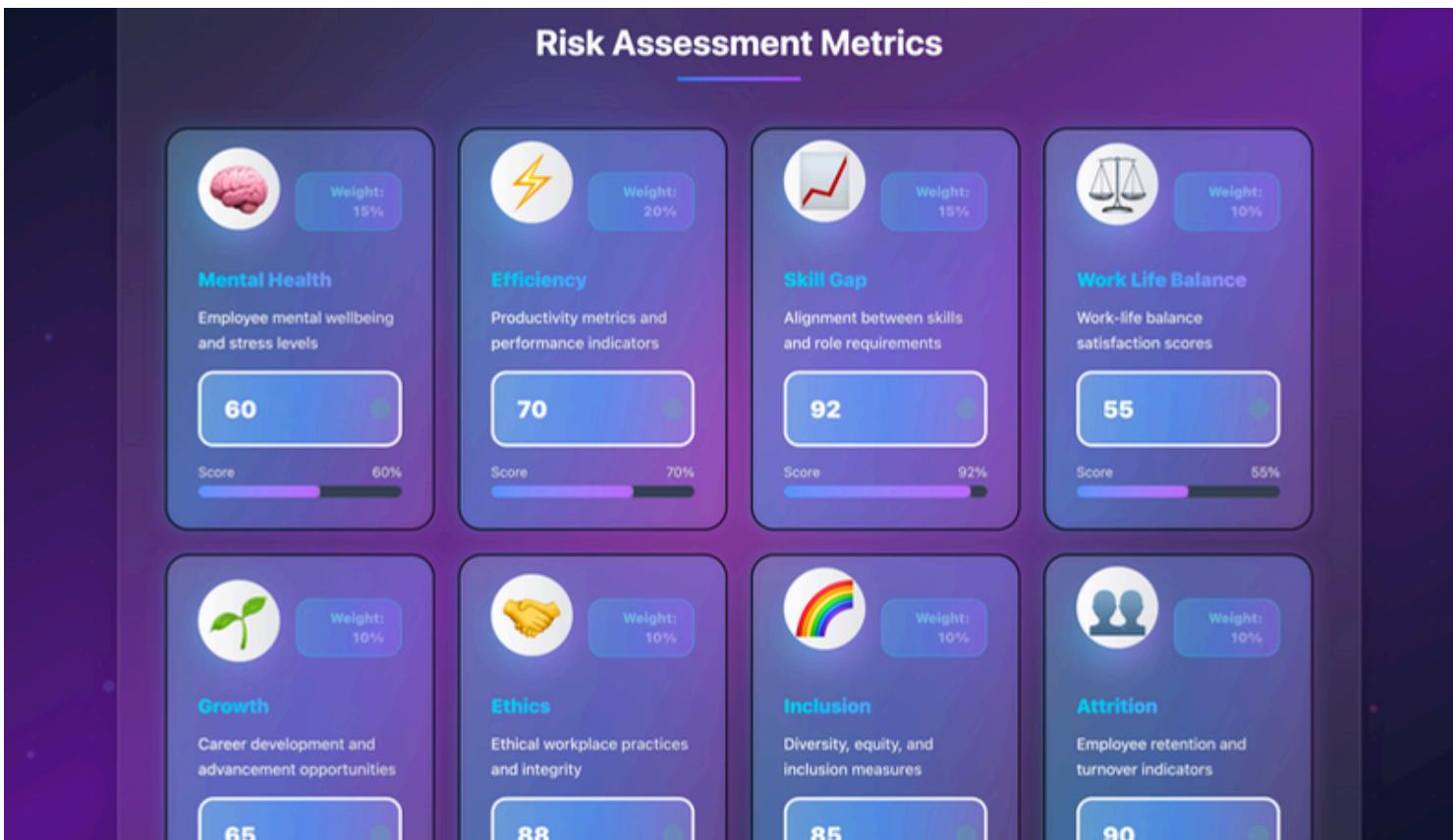
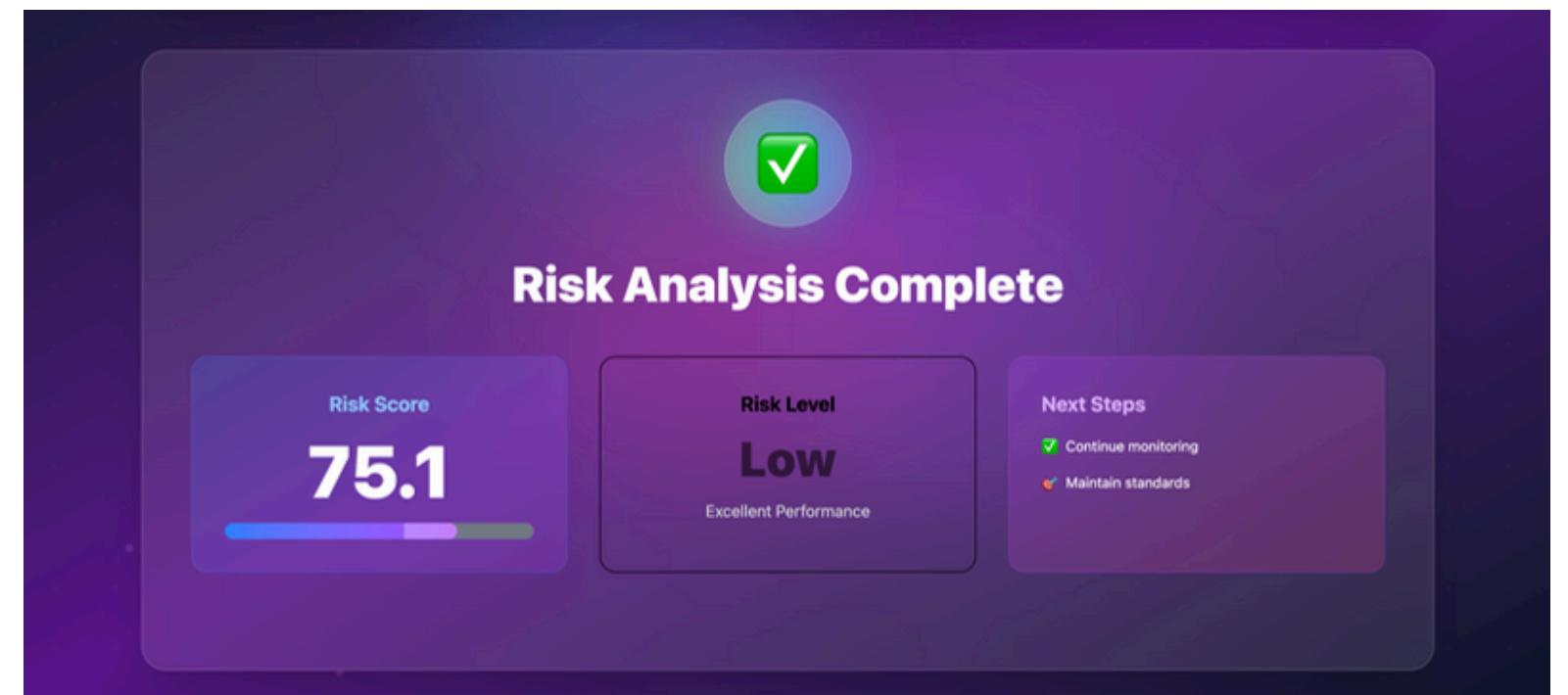
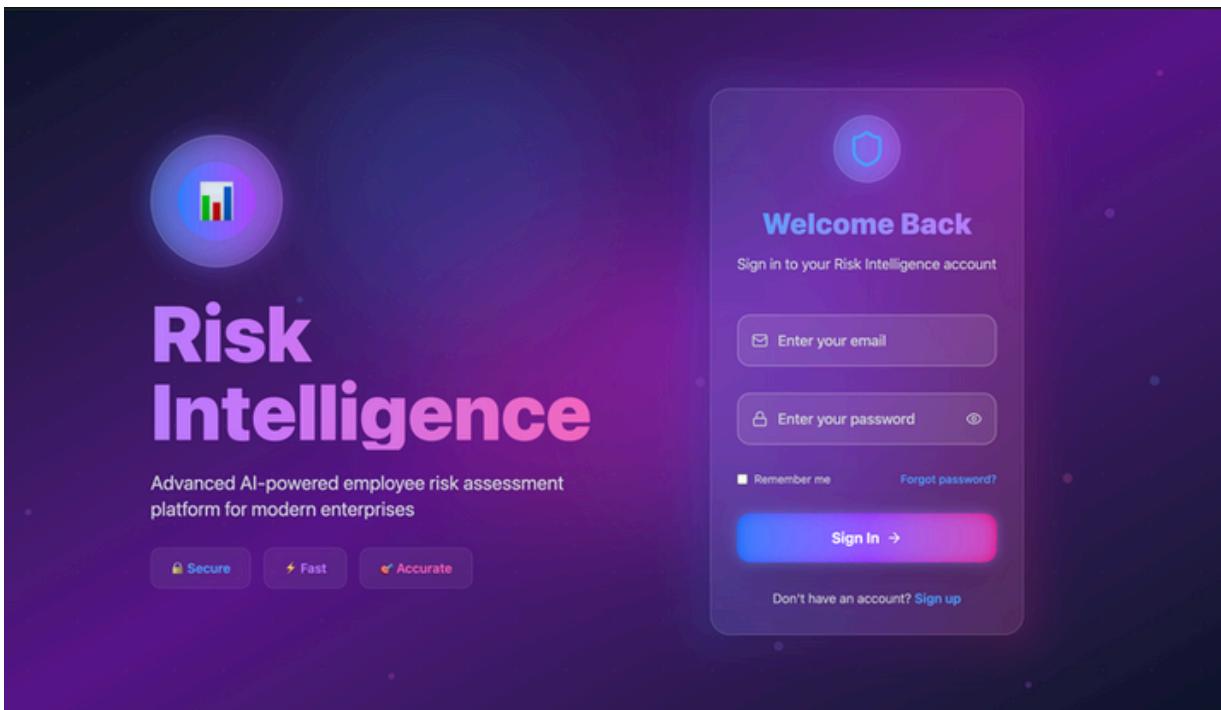
Phase 3

Intervention Mechanism

- HR dashboard with real-time alerts
- Recommendations for:
 - Coaching
 - Workload redistribution
 - Mental health resources or training

WEBSITE

<https://riskmanagement009.netlify.app/signup>



DASHBOARD

Assessment Scores – Derived Metrics

Mental Health

Efficiency

Skill Gap

Work-Life Balance

Growth

Ethics

Attrition



Assessment Scores

Mental Health (out of 100)

Data Sources: HRMS, survey responses, time off records, burnout scores

Formula:

$$= 100 - \text{Burnout Index}$$

$$\text{Burnout Index} = (\text{Excess weekly hours} / 40) * 20 + (\# \text{ Sick Leaves} + \text{Mental Health Leaves}) * 2 + \text{High-Stress Task \%} * 10$$

Normalize and cap at 100. Also consider sentiment from internal feedback or pulse surveys.

2.

Efficiency (out of 100)

Data Sources: Jira, productivity tools (e.g., Asana, ClickUp), GitHub, sprint velocity

Formula:

$$\text{Efficiency Score} = (\text{Tasks Completed} / \text{Tasks Assigned}) * 50 + (\text{On-Time Delivery Rate}) * 50$$

Weight can vary based on team goals. For devs, add “Story Points Completed vs Estimated”.

3.

Skill Gap (out of 100, lower is better gap)

Data Sources: Code reviews, peer reviews, project rework rate, LMS progress

Formula:

$$\text{Skill Gap Score} = 100 - [(\text{Avg Review Rejections} + \text{Rework Rate \%}) * 10 + (\text{Learning Modules Completed} / \text{Assigned}) * 20]$$

Normalize so lower reviews/reworks & more upskilling leads to a higher score.

4.

Work-Life Balance (out of 100)

Data Sources: Time tracking, after-hours activity logs, leave balance, calendar meetings

Formula:

$$\text{Work-Life Score} = 100 - [(\text{Avg Weekly Hours} - 40) * 2 + \text{After-Hours Task \%} * 2 + \text{Missed Leaves} * 2]$$

Penalize long work hours, after-hours commits, unused PTO.

5.

Growth (out of 100)

Data Sources: Promotions, LMS completion, project diversity

Formula:

Growth Score = (New Skills Learned / Total Skills) * 30 + (Role Advancement or Level-Ups) * 30 + (Cross-functional Projects) * 40

Map from promotion records, team rotation, and learning history.

6.

Ethics (out of 100)

Data Sources: HR flags, audit logs, compliance reports, peer reviews

Formula:

Ethics Score = 100 - [(Policy Violations * 10) + (HR Warnings * 20) + (Compliance Breaches * 25)]

Ideal to be 100 if clean; deduct for any misconduct or behavioral red flags.

7.

Inclusion (out of 100)

Data Sources: Feedback surveys, team interaction records, collaboration tools

Formula:

Inclusion Score = (Positive Peer Feedback % + Diverse Team Collaborations % + Inclusion Survey Score) / 3

Inclusion survey could include questions on fairness, respect, belonging.

8.

Attrition Risk (out of 100, higher means higher risk)

Data Sources: HRMS, LinkedIn scraping, engagement dips, disengagement triggers

Formula:

Attrition Score = (Leave Balance Unused %) * 20 + (Engagement Dip %) * 30 + (Recent Internal Applications/Exits) * 50



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Thank You
