Meta Case Study:

Transforming the 'Year of Efficiency' into the 'Year of Engagement'

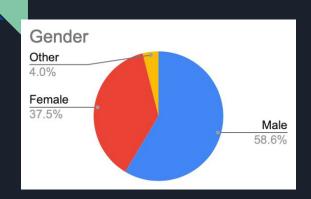
By **Prashasti Tripathi**

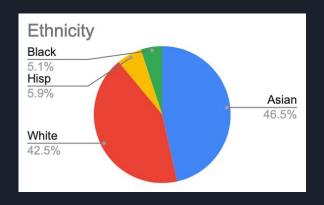
Key Observations

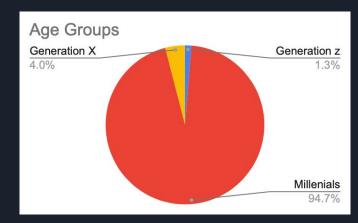


	Mean Values of Turnover Ratings		
Needs Improvement	3.19		
Meets Expectation	3.22		
Top Performers	3.48		

Key Observations among Top Performers







Key Observations among Top Performers

Ethnicity/ Gender	Mean Values			
	Job Satisfaction	Immediate Supervisor	Trust in Leadership Ratings	Turnover Ratings
Black	3.05	2.24	2.58	3.37
Hispanic	2.72	2.14	2.39	3.41
White	2.86	2.16	2.52	3.52
Asian	2.80	2.18	2.44	3.46
Male	2.87	2.09	2.47	3.26
Female	2.82	2.36	2.50	3.60
Other	2.70	1.67	2.41	3.65

Strategies

- **Top Talent Identification** - Management by Objective Framework

 Top Talent Retention - Custom Recognition and Rewards System (eg. Kudos Currency System), Diversity & Inclusion Management

Employee Engagement - Compassionate Leadership, Transparent
Communication, Foster a Sense of Community, Harness the Power of Al

People Analytics

Partner with the HR fraternity to enable them to make talent a competitive advantage and take strategic data backed workforce decisions

THANK YOU