Capstone **Project**

Utiva
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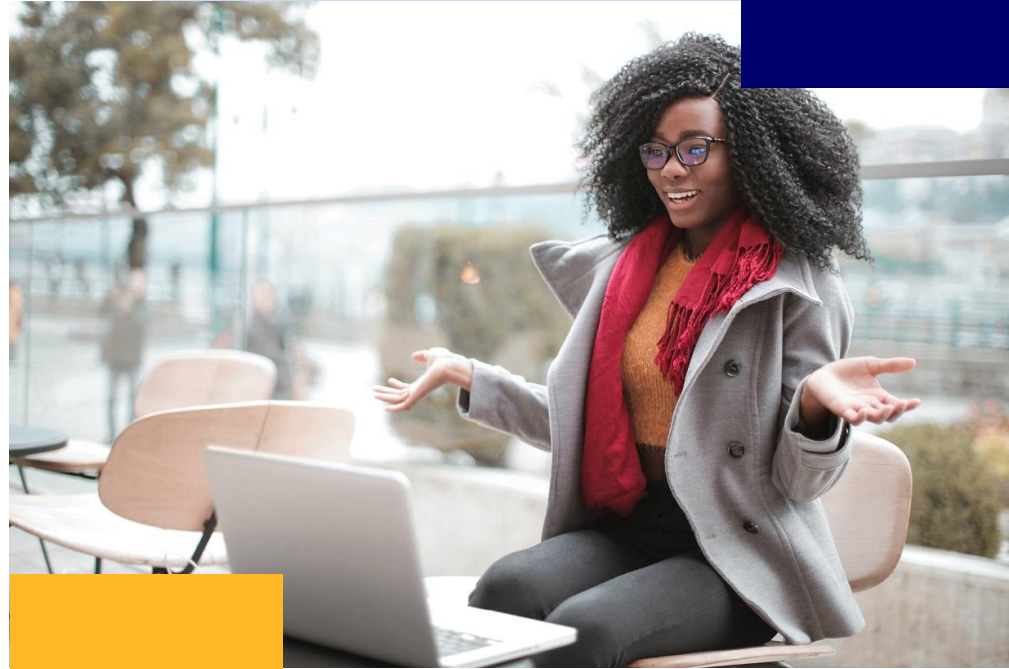
Case Scenario

Indicino, a leading digital payments company headquartered in Accra Ghana has been experiencing a high attrition rate from its staff members in recent times, thanks to the "Great Resignation". The HR team have tried their possible best to retain staff members with various initiatives such as games nights to connote work-life balance, stock options to give a new sense of Business Ownership and salary increase but efforts have proved abortive in the last one year. To the Company's amazement, key staff members resigned the previous month and attrition rate has doubled in the current month.

Case Scenario

The Company operates a fully on-site work model, has balanced gender representation on its board, supports the learning and growth aspirations of the employees in form of education grants where eligible.

You just resumed your role as a Consulting Data Analyst at PwC and Indicino has reached out to your Company to help solve this troubling challenge. Your manager has assigned this task to you as your first deliverable on the job, to analyze Indicino's provided data, give your insights and recommendation.

Case Questions

1. Identify the root cause(s) of attrition in the Company
2. Predict the job roles that are likely to resign the company within the current year and why?
3. What age band (s) are likely to be retained?
4. If you were the Group Head of Indicino's HR, what would you do differently?
5. Does the length of stay with the current manager have any impact on the reason(s) you have identified in 1 above?
6. Give insights to the performance and rewards culture at Indicino
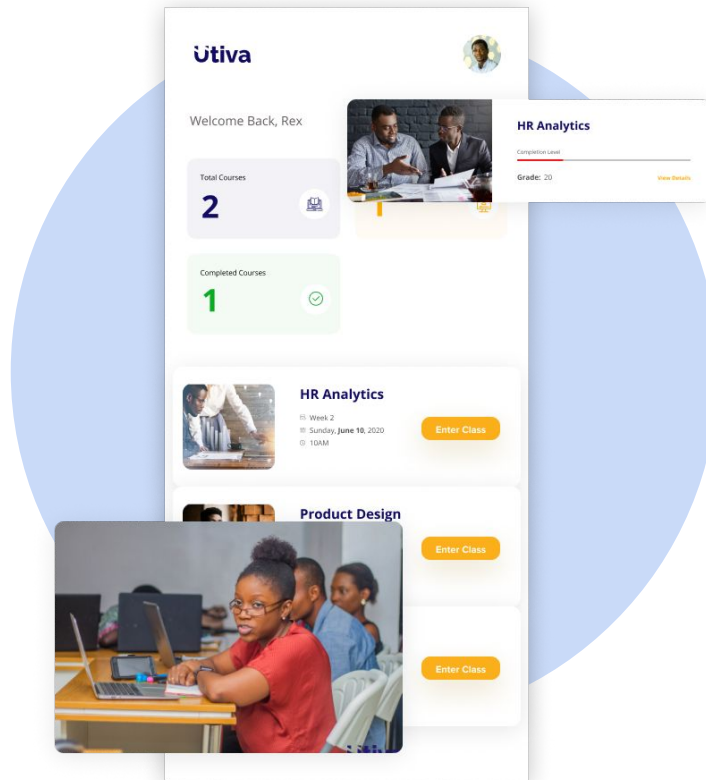7. Present your insights and recommendations with appropriate charts
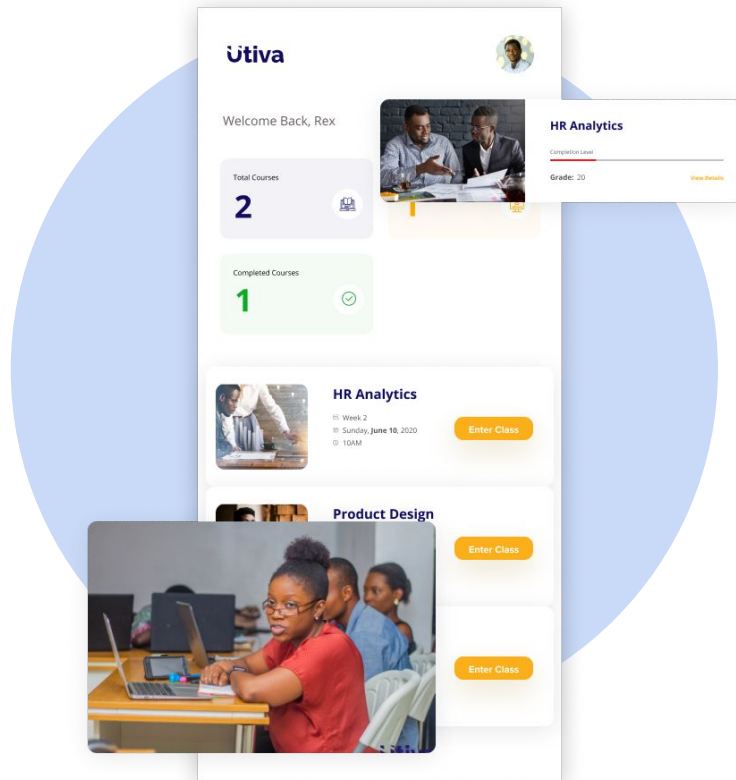
Guidelines

Key:
1 - Very Low
2 - Low
3 - Indifferent
4 - High
5 - Very High

Dataset

Access the dataset [HERE](#)

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