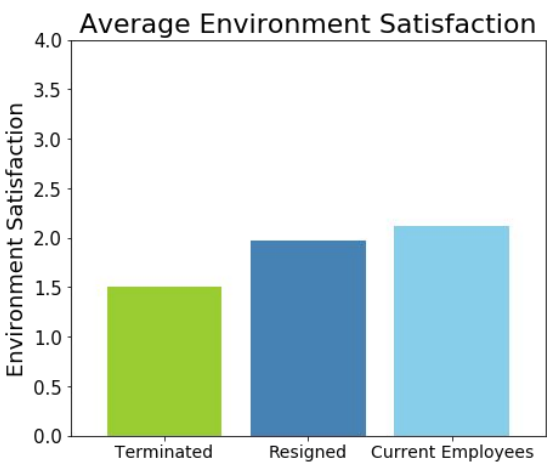


Employees Turnover

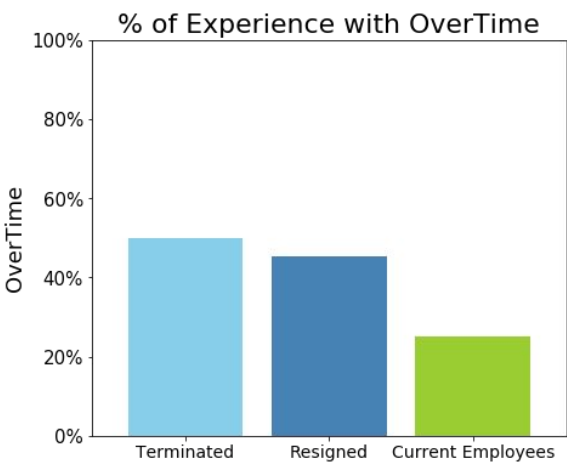
Examining why employees leave the company & how turnover can be reduced?

Reasons why employees leave the company

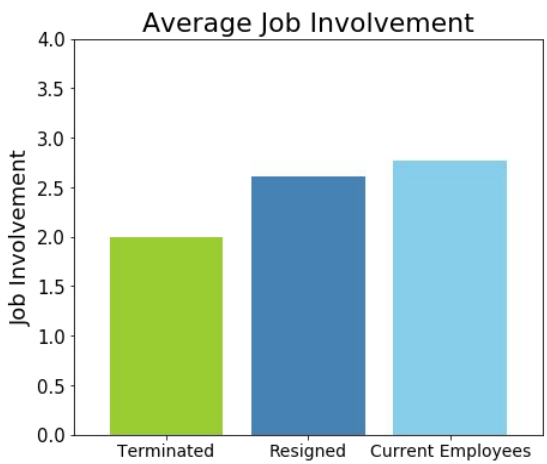
Environment Satisfaction



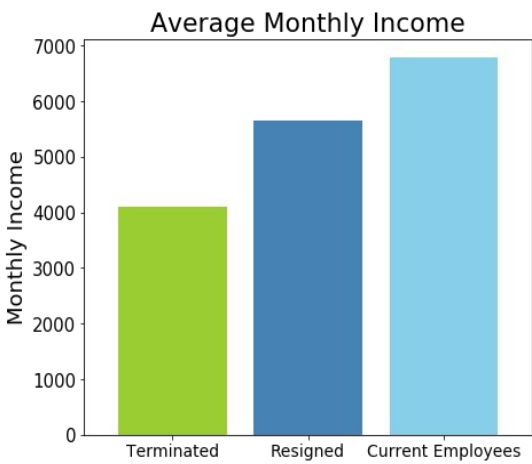
OverTime



Job Involvement



Monthly Income



Findings



Higher environment satisfaction leads to **lower** turnover



45% of those resigned experienced longer overtime hours compared to the **22%** of current employees

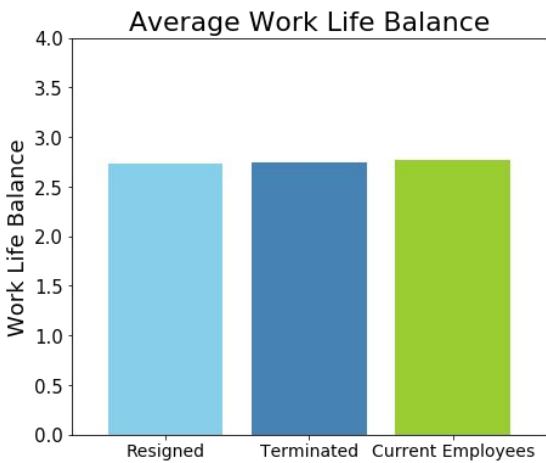
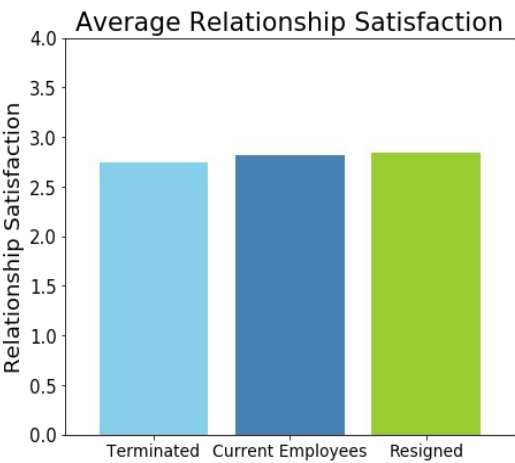


Current employees have **higher job involvement** than ex-employees



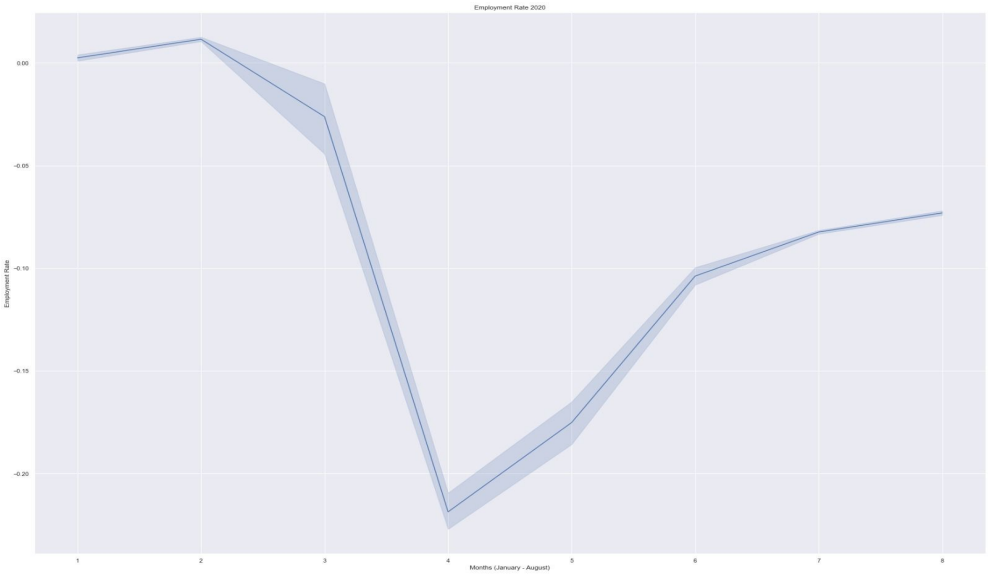
Current employees have **16%** more income than ex-employees

Factors that did not matter as much as we thought it should



All three groups of employees experienced similar relationship satisfaction and work life balance. Therefore, these two factors did not affect their decisions to leave the company.

Employment Rate 2020



Since March, employment rate remained negative.

⬆️ **Highest Employment Rate:** February: 0.0115 (1.15%)

⬇️ **Lowest Employment Rate:** April: -0.2186 (-21.86%)

As more employees leave the organisation, employment rate falls.

Reducing Turnover Rate



Flexible work hours arrangement to encourage work life balance



Improved rewards and recognition programme
ie. **increased** bonuses, workplace anniversaries



Offer **more** training opportunities for employees to further develop their abilities and seek **continuous** improvement

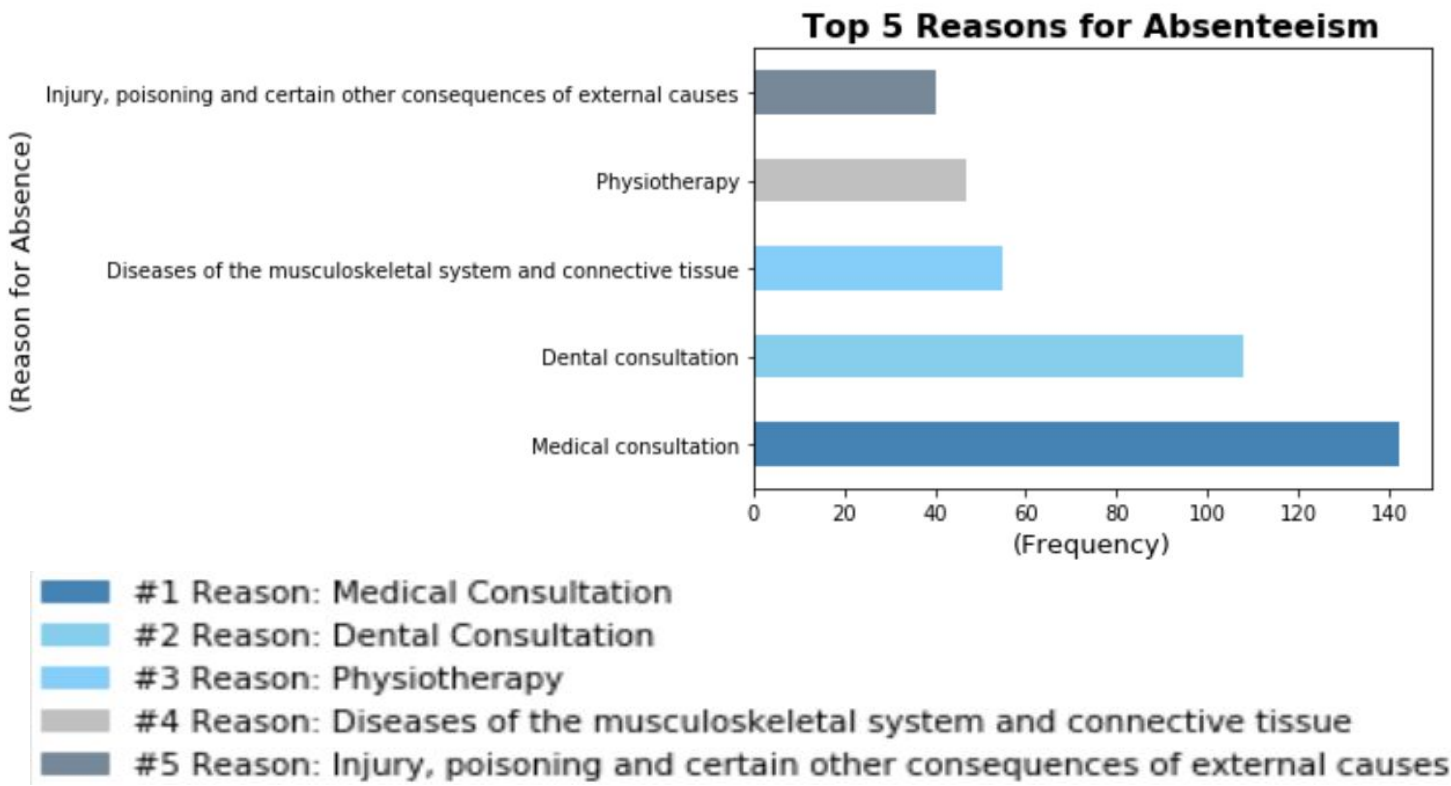


Increase promotion opportunities across departments

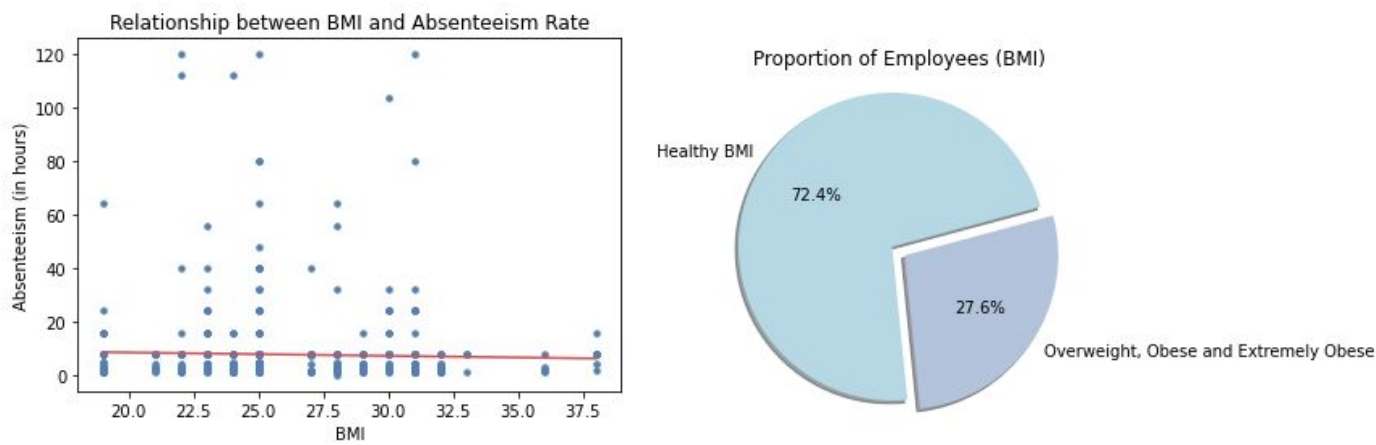
Absenteeism from Work

Examining why employees are absent from work and how absenteeism can be reduced?

Reasons why employees are absent from work



Does BMI affect employees' absenteeism rate?



BMI

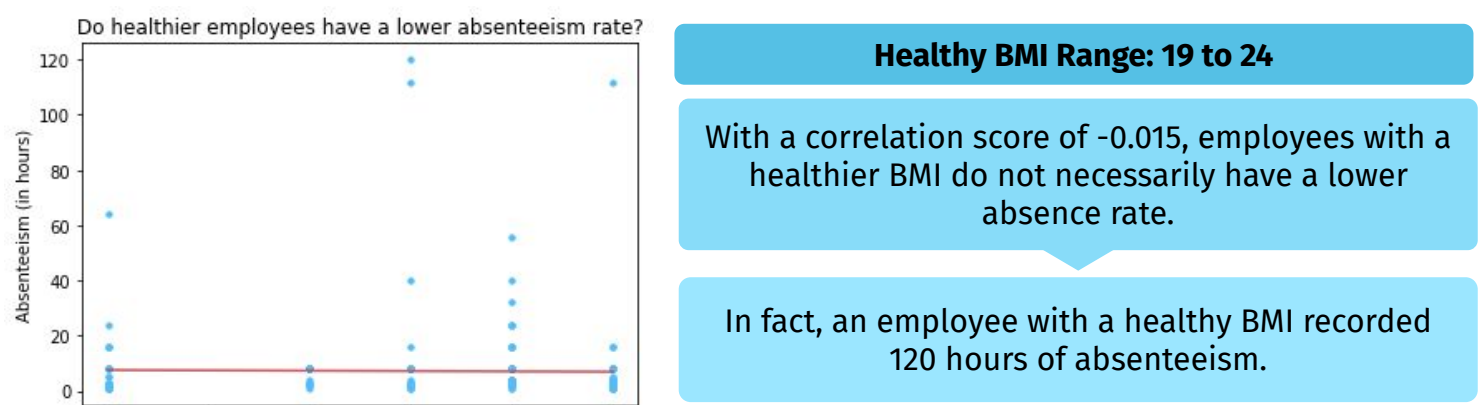
With a correlation score of -0.0372, BMI does not affect absenteeism rate.

Average Absenteeism Rate

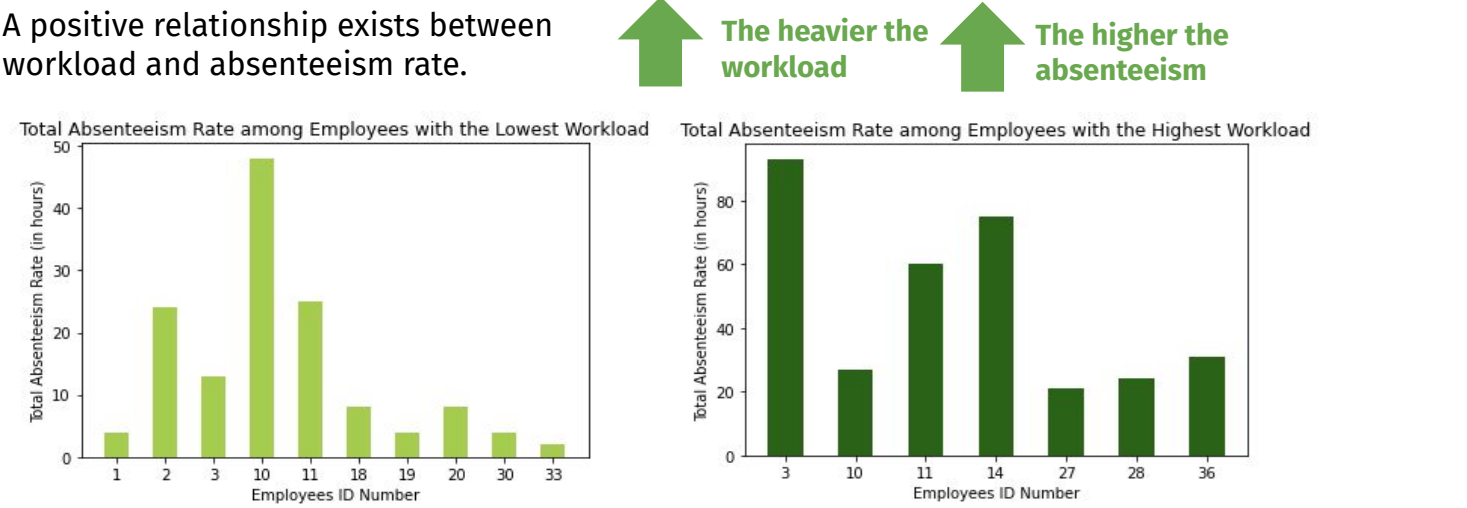
| | |
|------------------------|--------------------------|
| Healthy BMI Employees: | Unhealthy BMI Employees: |
| 7.13 hours | 7.87 hours |

Despite the difference in BMI, the average absenteeism rate for both groups are similar.

Do employees with a healthy BMI have a lower absenteeism rate?



Does workload affect absenteeism rate?



Reducing Absenteeism Rate

Lifestyle Management Interventions

Reduce risk factors
Drop in sick leave by **28%**;
medical costs by **26%**

“Prevention is better than cure. The best time to go for screening is when you still feel fine.”

Encourage employees to go for regular health screening and reimburse the screening fees.
Subsidised programs available:

Screen for Life:
Specific screening tests.
\$0 - \$5 per screen.

Orange Health Screening:
Checks for BMI, blood pressure, blood glucose level and lipids profile. Helps detect diseases early for people who look or feel well. \$15 per screen.

Implement wellness programs to encourage employees to lead a healthier lifestyle.