

A stylized illustration on a solid blue background. On the left, a woman with dark hair, wearing a white lab coat over a dark top and pants, stands with her arms raised in excitement. On the right, a man with dark hair, wearing a dark long-sleeved shirt and dark pants, also has his arms raised. Between them is a large, glowing yellow lightbulb with a black outline and radiating lines. The base of the lightbulb is a dark blue structure with small white dots. At the bottom of the image, there are stylized plants in shades of yellow, white, and blue.

Understanding Employee Turnover



INTRODUCTION

Resignation Reasons

Organization Intervention

Employee Turnover Analysis

A professional portrait of a young man with short brown hair, smiling broadly. He is wearing a dark teal suit jacket over a white collared shirt and a red tie with small white dots. His arms are crossed, and he is leaning against a light-colored wall.

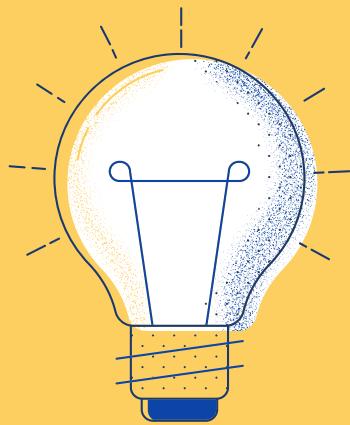
MARK'S DECIDING FACTORS

Time with Family

Financial Investment

Work Life Balance

RETAINING MARK



Voluntary In Office

Hybrid

Flexibility

Reference Florentine (2021) for supporting information

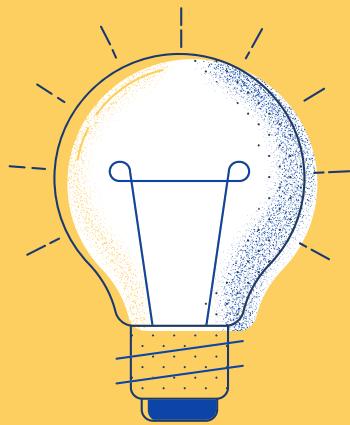
A professional portrait of a woman named Claudia. She has long blonde hair and is wearing round, dark-framed glasses. She is dressed in a white blazer over a light-colored top and blue plaid trousers. Her arms are crossed, and she is smiling at the camera.

CLAUDIA'S DECIDING FACTORS

Environmental values

Lack of environmental transparency

RETAINING CLAUDIA



Transparency

Environmental, Social, and
Governance (ESG) disclosures

Reference Garsaa (2022) for the impact of
transparency on turnover

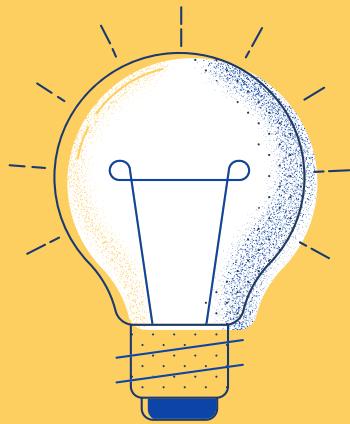
A professional portrait of a woman named Amanda. She has short, wavy, light brown hair and is smiling warmly at the camera. She is wearing a black and white vertically striped blouse with a ruffled hem and dark green velvet pants. Her arms are crossed, and she is leaning against a plain, light-colored wall.

AMANDA'S DECIDING FACTORS

High-pressure work environment

Job dissatisfaction and burnout

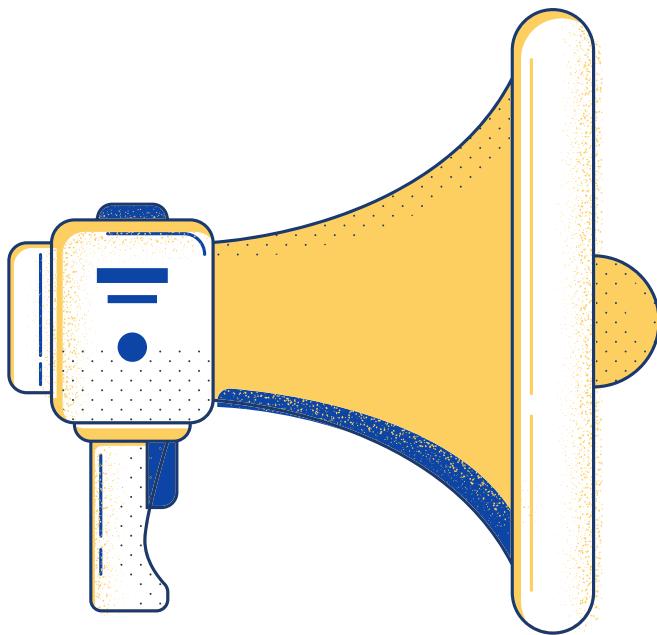
RETAINING AMANDA



Human Lead Robotics

Robot Lead Robotics

Reference Pasparakis (2023) for the positive impact of robotics



Employee Turnover Analytics

Step 1: Employee turnover Rate

Define, identify, and compare

Step 2: Predictive analytics

Anticipate and manage vacancies

See Olsen (2016) as a source of information



Monitoring Example

Employee Turnover (Pasparakis, 2023)



Predictive Analytics Example

Warehouse Job Vacancies (Pasparakis, 2023)



NOTE: This example demonstrates what a data visualization for a predictive model might look like based on Pasparakis(2023) stated 13.6% average year-after-year growth rate. These are not the results of an implemented predictive learning model.

SUMMARY

Personas

Prevention

Your Support

Analysis

Conclusion

—
Analyze and Understand

—
Implament

—
Maintain



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- Florentine, S., & Pratt, M. K. (2021). Employee turnover: 9 reasons good employees leave. *CIO*. <https://www.cio.com/>
- Garsaa, A., & Paulet, E. (2022). ESG disclosure and employee turnover. new evidence from listed European companies. *Relations Industrielles*, 77(4), 1–22. <https://doi.org/10.7202/1097695ar>
- Olsen, C. (2016). Predictive analytics show potential for employee retention and recruitment: Predictive analytics show potential for employee retention and recruitment. *Employee Benefit Adviser (Online)*. <https://www.benefitnews.com/news/predictive-analytics-show-potential-for-employee-retention-and-recruitment>
- Pasparakis, A., De Vries, J., & De Koster, R. (2023). Assessing the impact of human–robot collaborative order picking systems on warehouse workers. *International Journal of Production Research*, 61(22), 7776–7790. <https://doi.org/10.1080/00207543.2023.2183343>

