



HUMAN RESOURCE ANALYSIS

RevoU FSDA Week 1 Intermediate Assignment

Understanding Business Problem

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and set DARCI

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BUSINESS UNDERSTANDING

and **DARCI**



BUSINESS UNDERSTANDING

You are hired as a Data Analyst at XYZ Ltd. Due to various factors, the company is experiencing **15% attrition rate every year**, resulting in vacant positions that need to be replaced with new talents.

The CHRO asked you to understand the **key metrics** of this situation and what would be the proposed **solution to reduce attrition rate** by next year.

DARCI



DECIDER

Chief Human Resource
Officer



ACCOUNTABLE

Head of Data



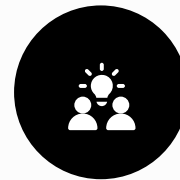
RESPONSIBLE

Data Analyst Team &
HR Associate



CONSULTED

Data Analytics Manager
& HR Manager



INFORMED

All Managers (excl. DA
Manager and HR Manager)





PROBLEM STATEMENT, OBJECTIVE

and **Root Cause**



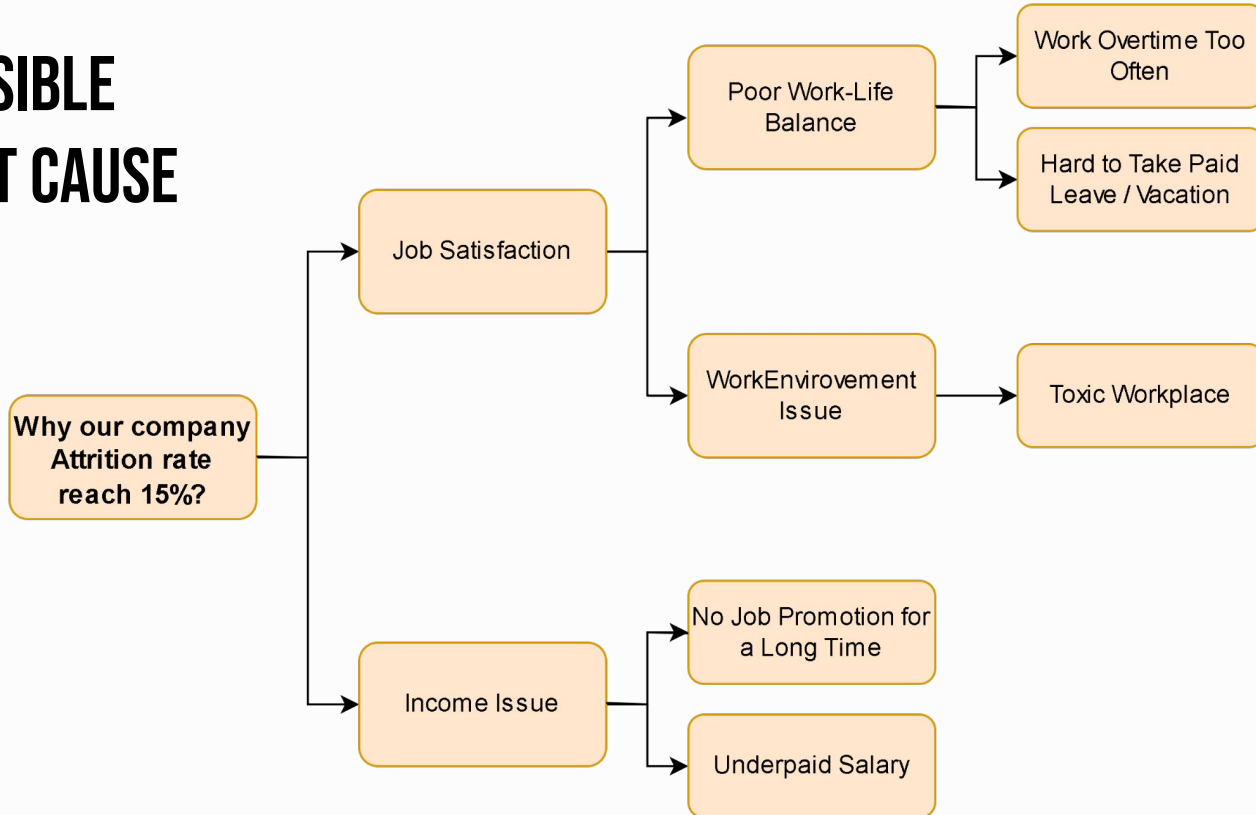
PROBLEM STATEMENT


How to reduce the attrition rate of our company from **15% to 5%** in duration of **12-months** by understanding the situation of the employee?

OBJECTIVE

To define a solution and method to reduce attrition rate from 15% to 5% within a year.

POSSIBLE ROOT CAUSE



Two yellow semi-circles, one on the left and one on the right, framing the central text.

HYPOTHESES

**and Key Metrics
Recommendation**





HYPOTHESES & PRIORITIZATIONS

Work Overtime Too Often

If we Reduce the overtime hours per day by x%, we can reduce our attrition rate by 10%.

HIGH

Because overworked employees can affected productivity

Toxic Workplace

If number of employees report of toxic workplace is decrease, we can reduce our attrition rate by 10%.

HIGH

Because engaged employee are often more productive and happy with the work they do.

Underpaid Salary

If we raise the salary, we can reduce our attrition rate by 10%.

HIGH

Because engaged employee are often more productive and happy with the work they do.

Low Career Opportunity

If we promote the employee who worked for X years after the last time they promoted, then it will reduce our attrition rate by 10%

Mid

Because career opportunity can improve employee's motivation.

Hard to Take Paid Leave or Vacation

If we make it easier for employee to take time off, we can reduce our attrition rate by 10%

Mid

Because take a free-time can improve the work-life balance and increase the morales of employee.



METRICS

RECOMMENDATION



WORK OVERTIME
TOO OFTEN

METRICS :

- Average Overtime Per Hours

METRICS REASONING :

- **Average overtime hours per month** will determine if the employees were overworked or not.





METRICS

RECOMMENDATION



TOXIC
WORKPLACE

METRICS :

- Employee Satisfaction Index (ESI)
- Engagement Rating

METRICS REASONING :

- By monitoring **ESI**, it can show how the employee are satisfied with their jobs, also to understand what can be improved in workplace.
- **Engagement Rating** can be scored by using variety of tools, such as surveys. Engaged employee are often more productive and happy with the work they do, which can to higher retention rates.



METRICS

RECOMMENDATION



UNDERPAID
SALARY

METRICS :

- Pay Equity
- Bonus Pay Percent

METRICS REASONING :

- **Pay Equity** can ensure that employee are being properly compensated based on the work they do to prevent attrition.
- **Bonus Pay Percent** allows companies to understand how much the employee get regarding bonuses





PROPOSED SOLUTION

- We can consider to reduce the overwork hours to prevent employee experiencing burnout and dissatisfaction by make a new system, like a rotating overtime system and more.
- We improve the communication and collaboration between employee, offering professional development, more competitive compensation and create a culture of feedback and many more.
- We need to check if the employee are properly compensated and offer bonuses to reward top performers so they doon't feel undervalued or unappreciated.





THANKS !

Feel free to comment below, DMs or reach me at
riadhigodjay@gmail.com for any feedbacks or
suggestions.

