



STRATEGIC HR PLANING

Canada Retail

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OBJECTIVE

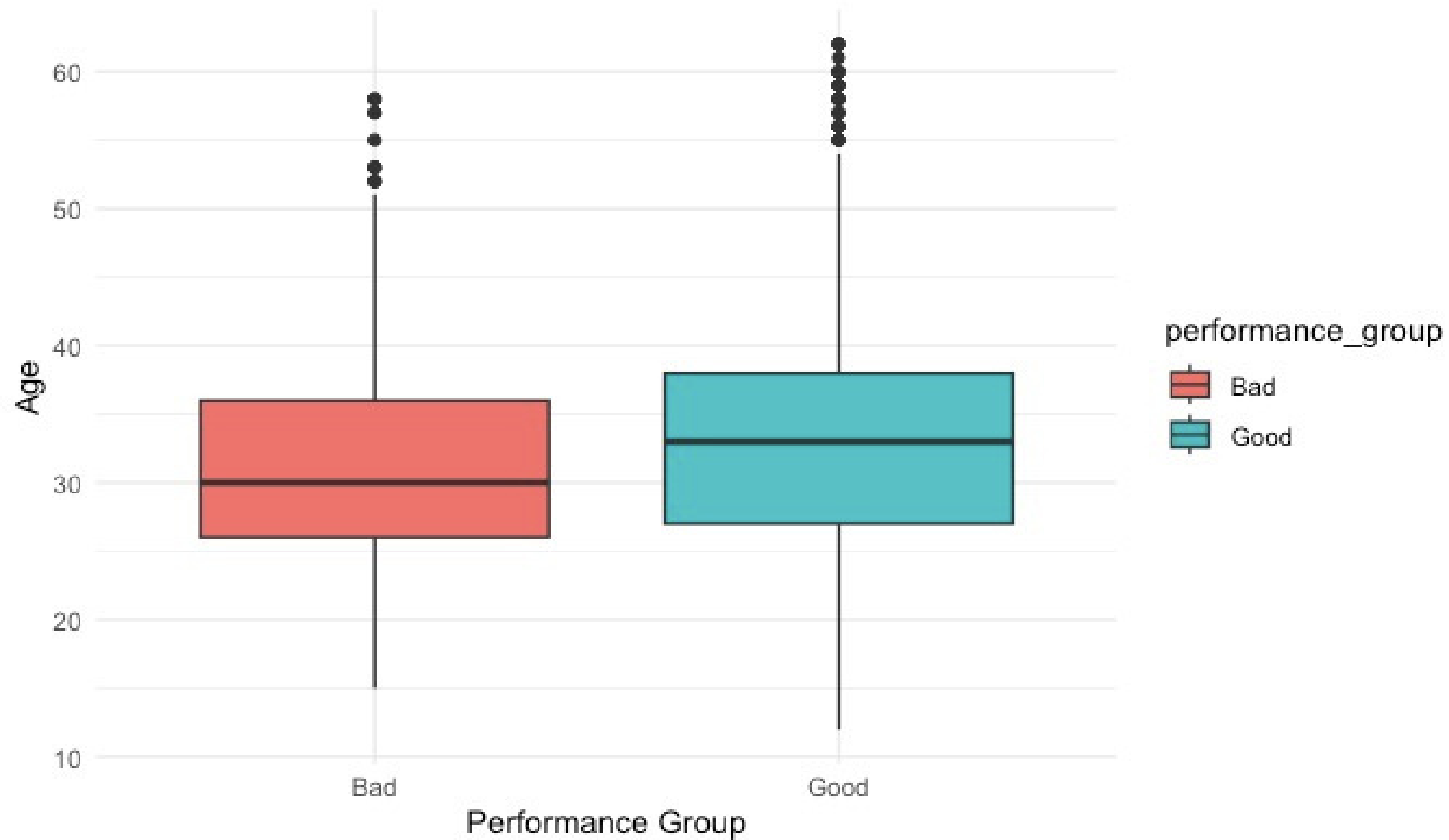
- **Retention of Sales Associates**
 - Discovering possible contributing factors to high turnover in employee data
 - Strategies to tackle the issues
 - **Attractiveness to Fit Candidate**
 - Effective, efficient, and unbiased selection
 - Systematical and transparent development
 - Equal and motivative compensation
-
-

COMPARISON

Count of Employees by Performance Group

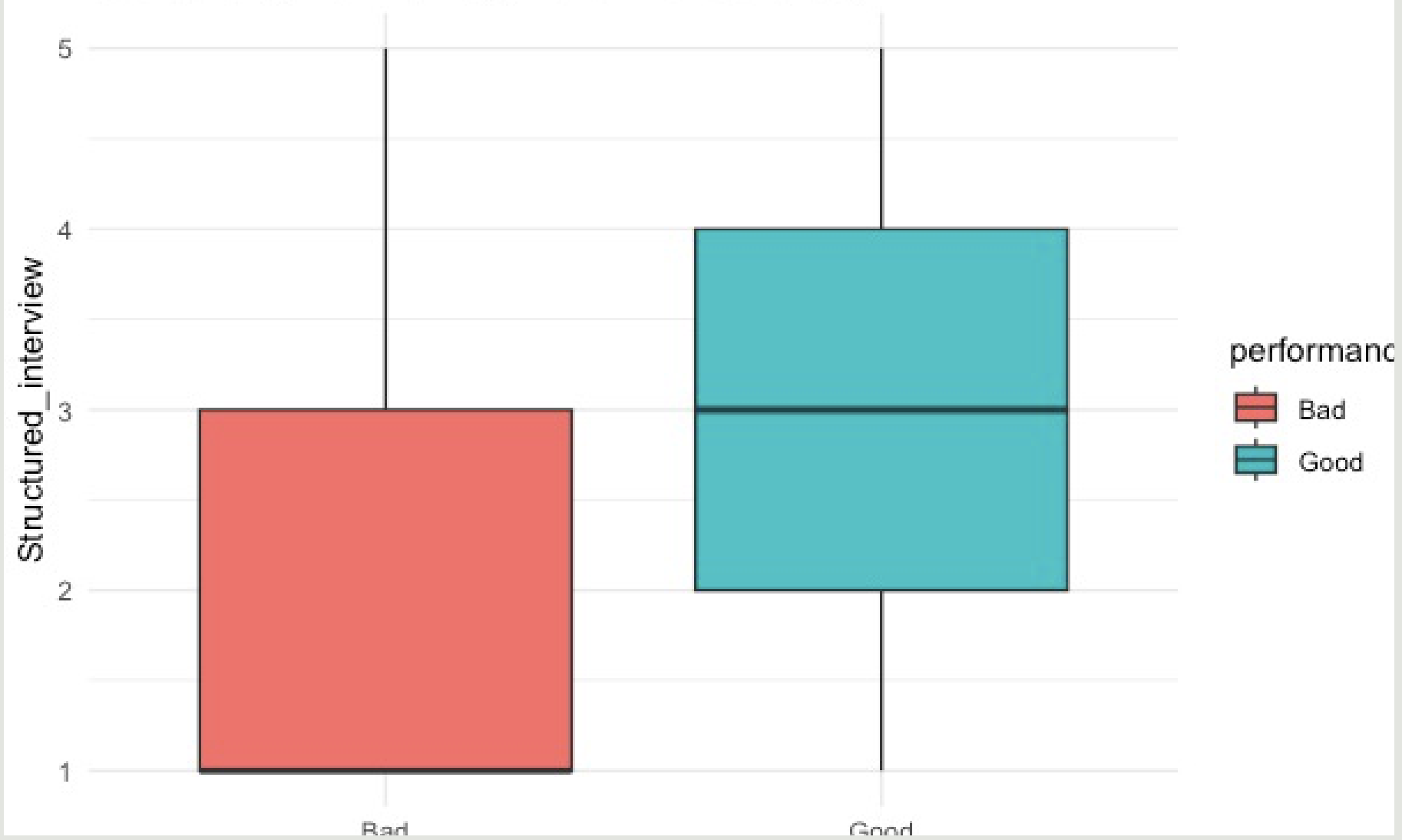


Age Comparison by Performance Group

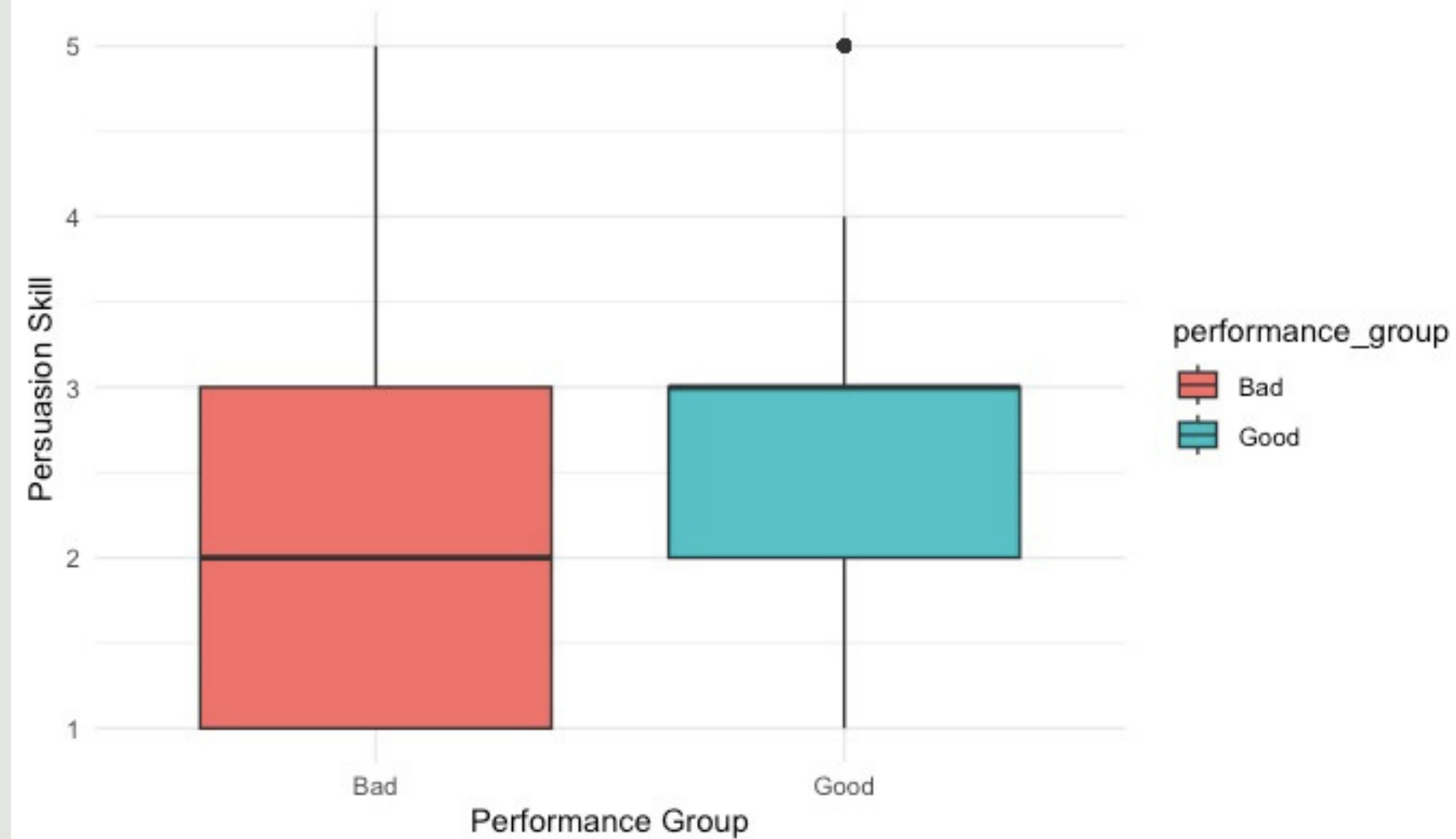


COMPARISON

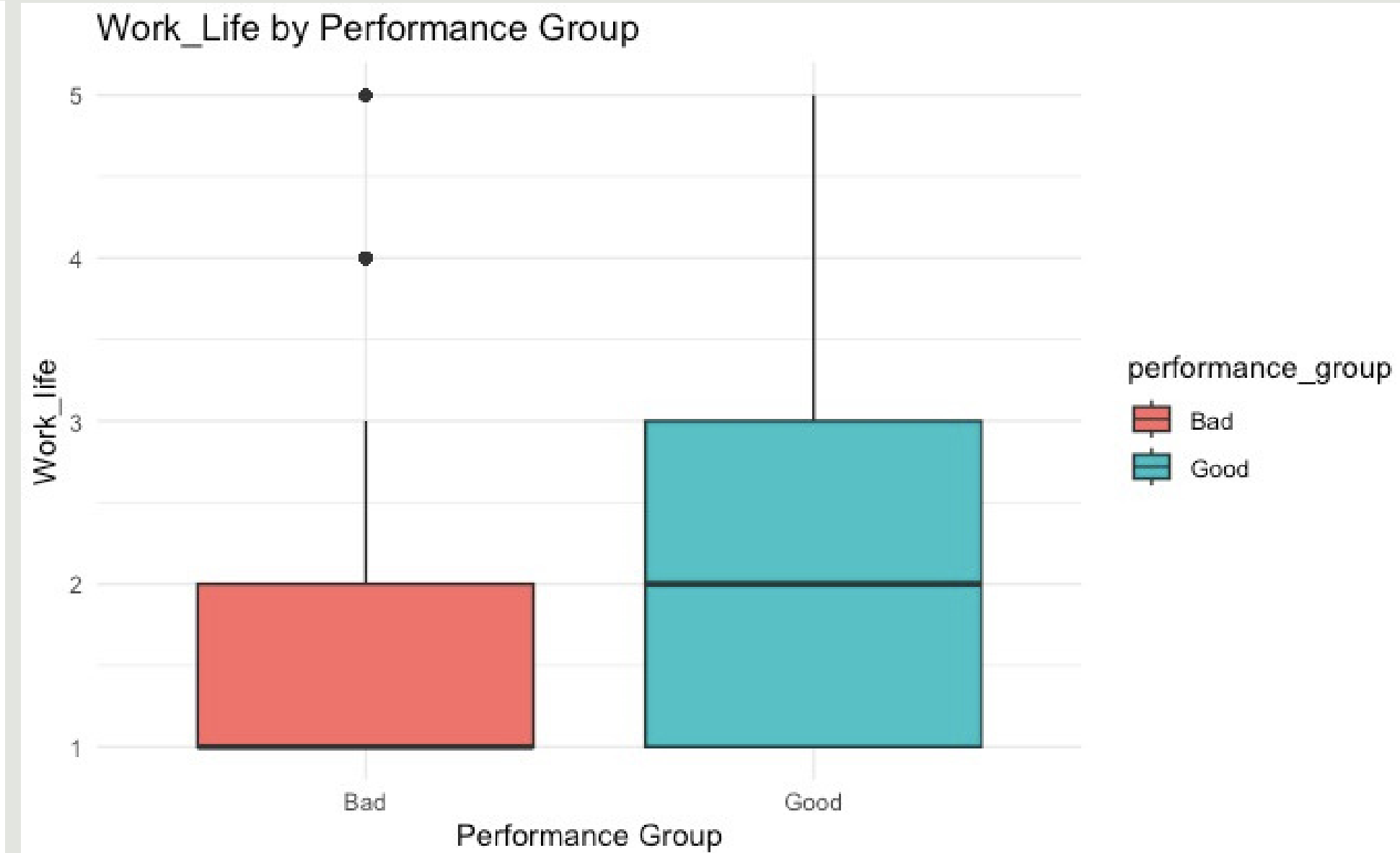
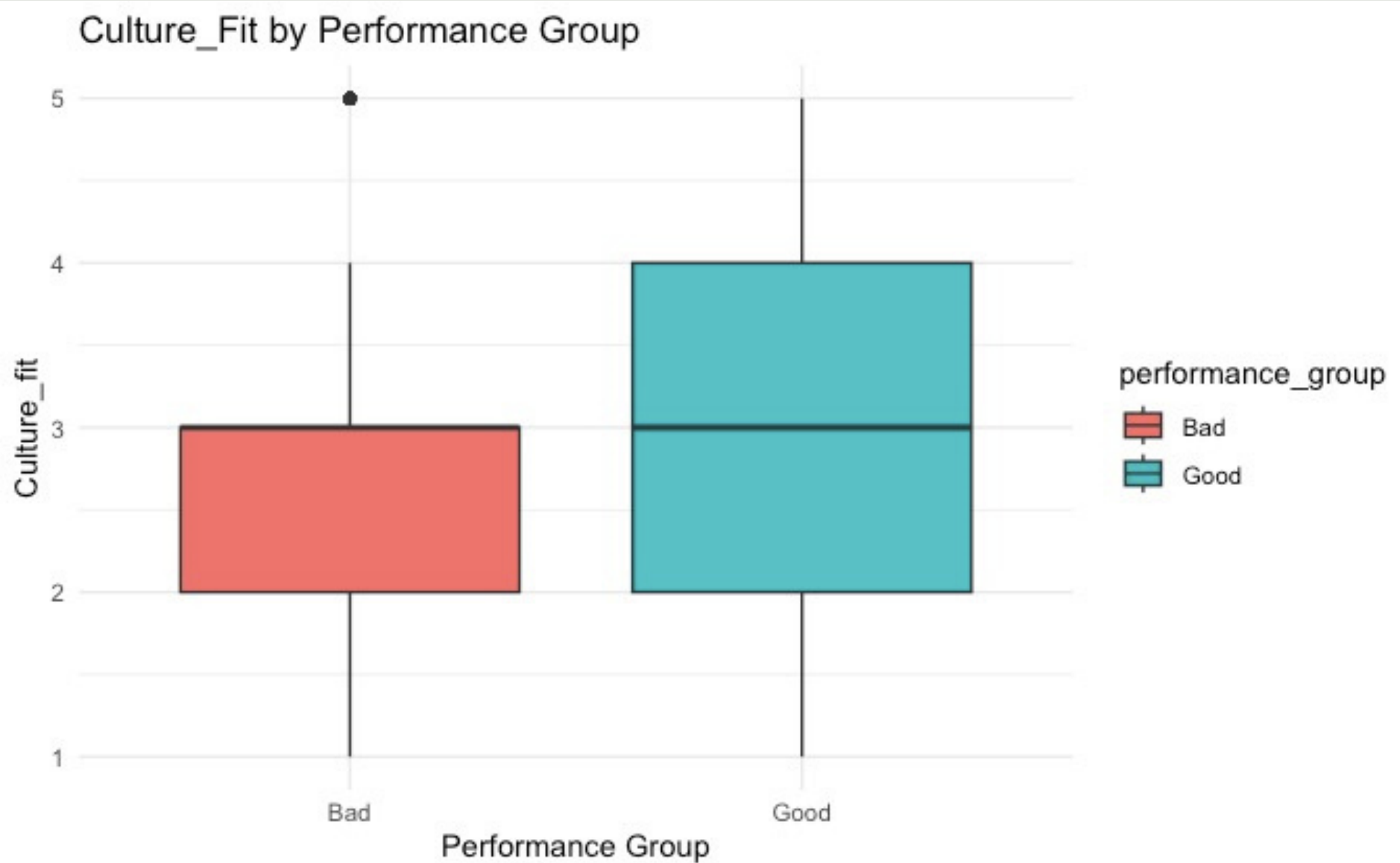
Structured_interview by Performance Group



Persuasion Skill by Performance Group



COMPARISON



SELECTION

df [54 × 2]

id <int>	turnover_predictions <dbl>
51	1.260076
62	1.443351
81	1.453493
16	1.556980
176	1.722549
41	1.783914
38	1.789244
19	1.841491
32	1.978524
23	2.110107

df [54 × 19]

id <int>	age <int>	gender <chr>	race <chr>	marital_status <chr>
150	40	Male	W	Y
176	22	Male	W	N
5	34	Female	NW	Y
103	32	Female	W	Y
60	26	Male	NW	Y
55	31	Male	NW	Y
34	34	Female	NW	Y
82	31	Female	NW	Y
51	39	Male	NW	N
13	39	Female	NW	Y

RECRUITMENT & SELECTION

Recruitment and Attraction: Reduce number of unqualified candidates

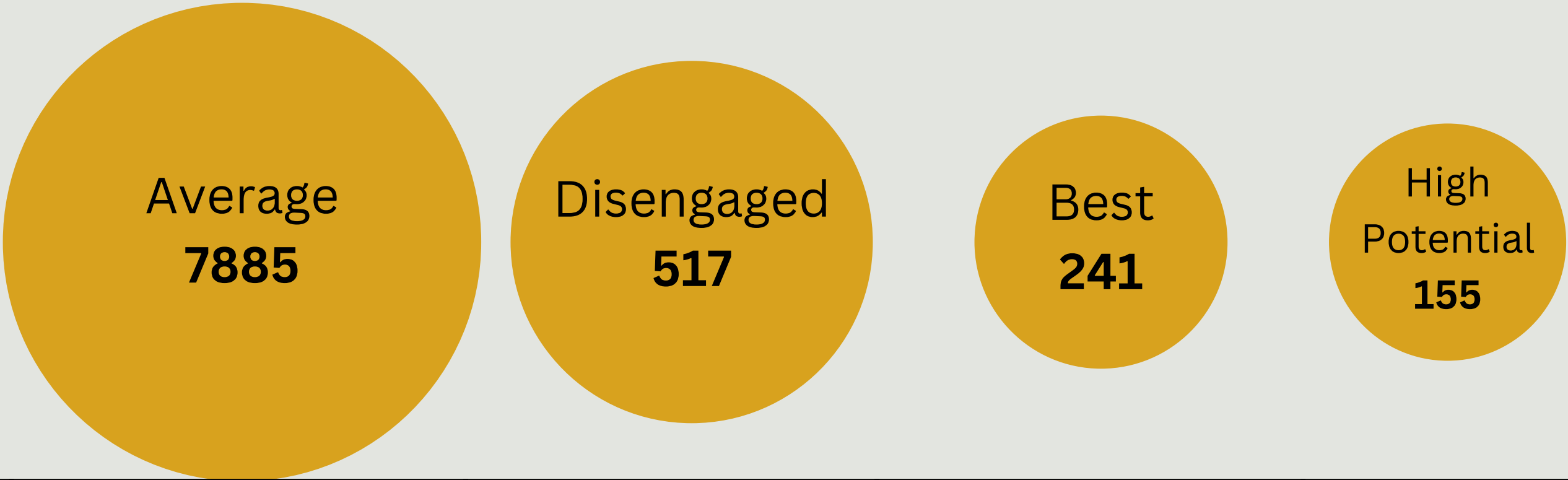
Assessment: Enhance quality of applicants (KSAOs)

Selection and Employment: Evaluation, Matching, and Decision Making

- Age & Experience
- Interview Score
- Persuasion Skill & Sales Skill
- Culture Fit & Work Life
- Low Predicted Turnover

employee Group Analysis

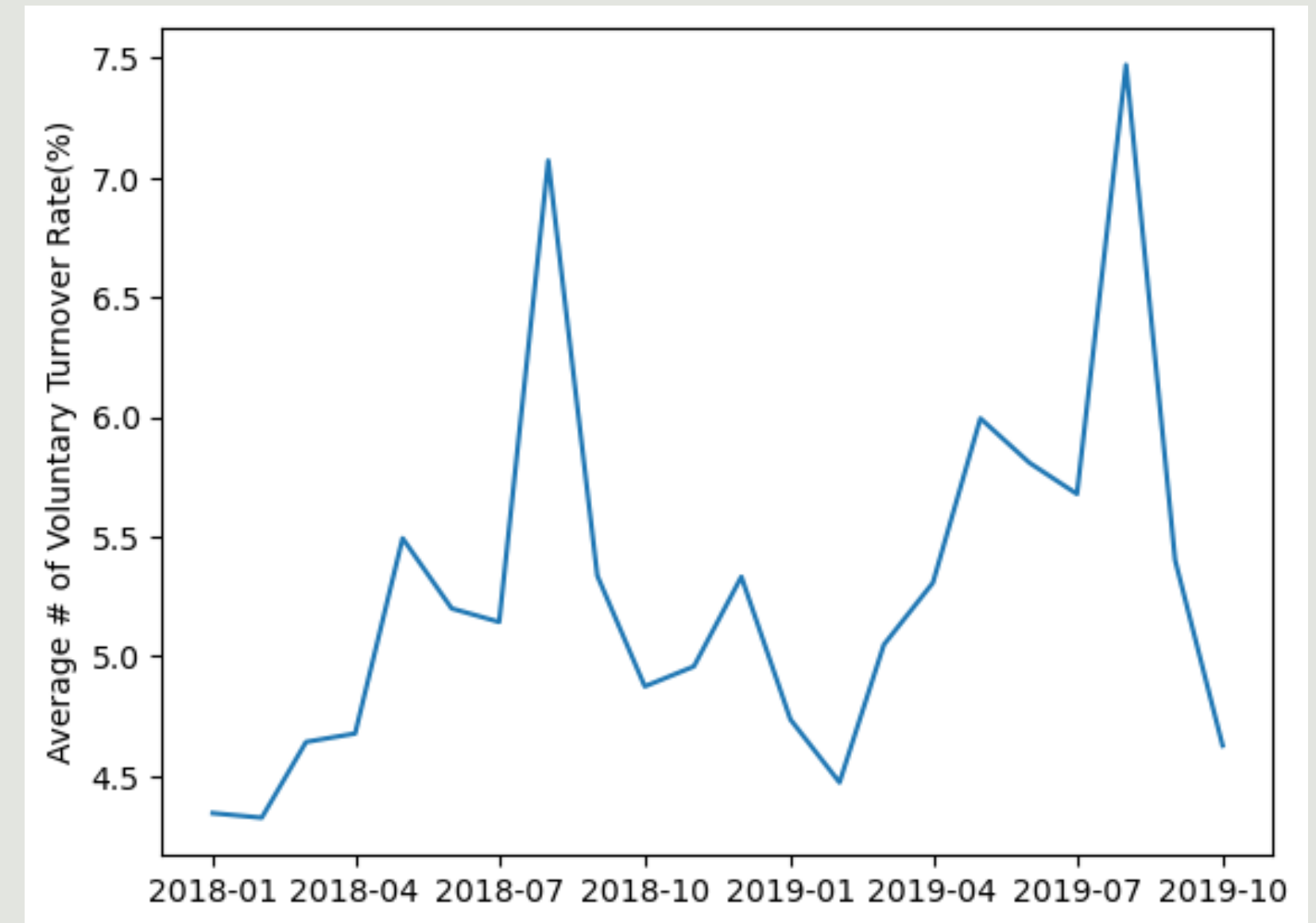
The following table provides a description of employee groups that we can target for various performance management activities:



	Average	Disengaged	Best	High Potential
Turnover Rating	3	4-5	1	4-5
Overall Rating	2	1	3	3

TURNOVER RATE TIMELINE

- Turnover rate is the highest in August:
 - The appraisal cycle is the primary reason for increased turnover
- Recommendations:
 - Employee training for Retained best and Best employee groups will increase the retention.
 - Capital allocation for recruitment can be predicted with the forecasted turnover



TRAINING & DEVELOPMENT

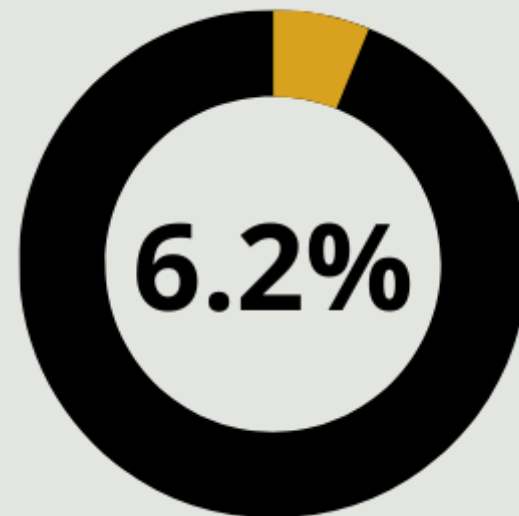
- All staff: Accessibility to Learning Resources
- Disengaged: Skill Development
- Best: Personalized Training
- High potential: Encourage Professional Growth



INCREASE OUR COMPANY PROFIT

Percentage of income
for the last 2 years

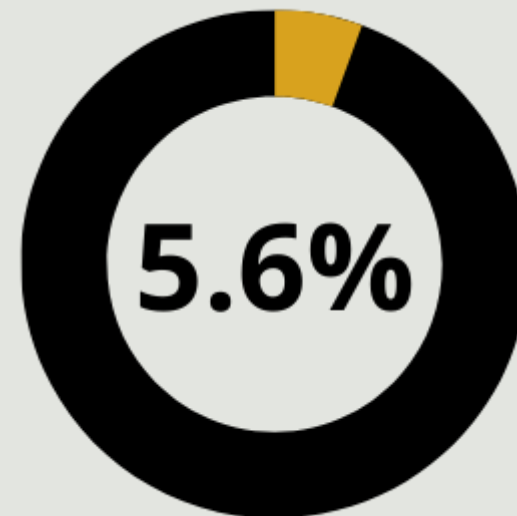
2019



NI: \$895M

REV:\$14,534M

2018



NI:\$783M

REV:\$14,059

M

Net income
per employee

2019

EE: 58,000

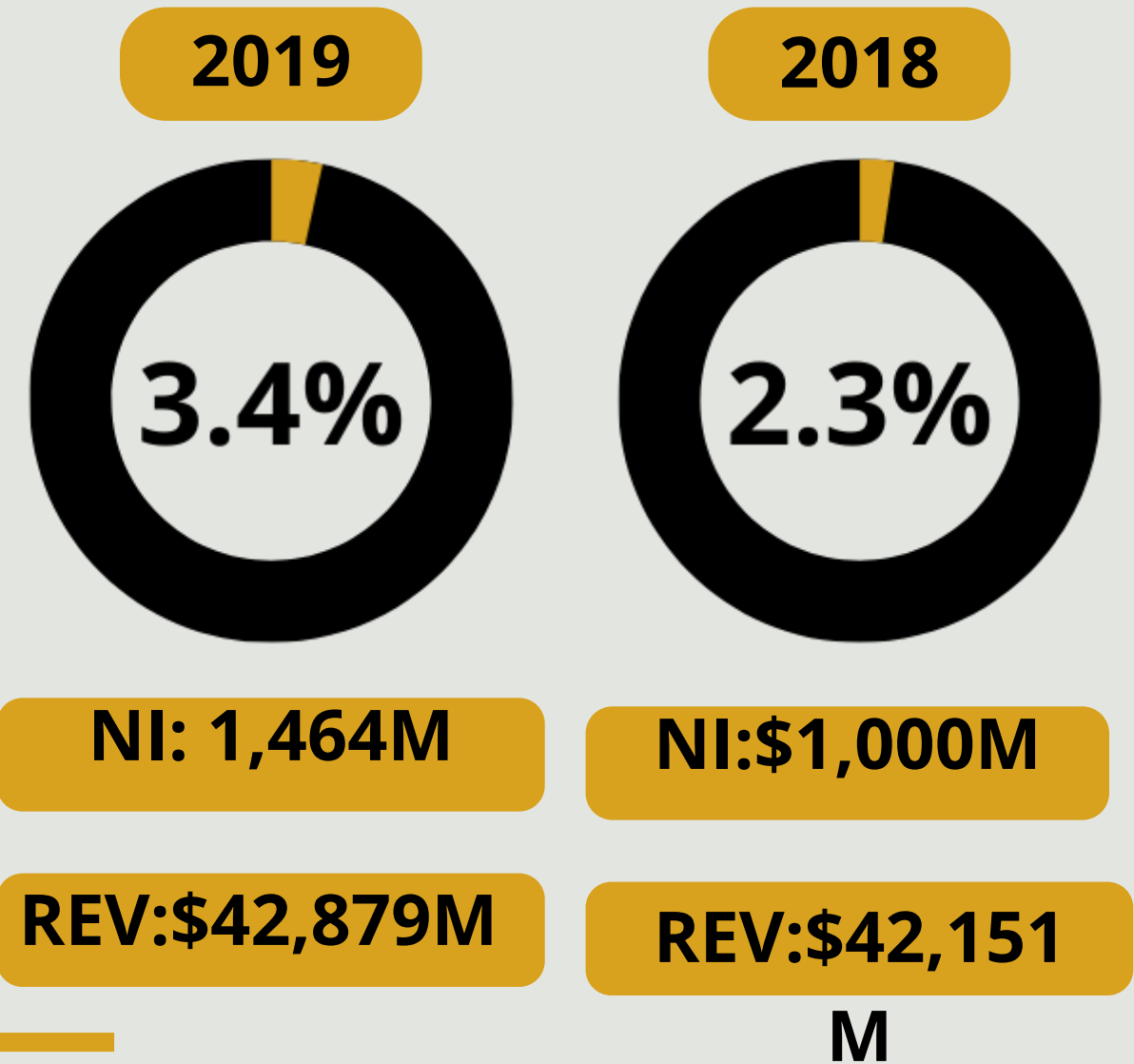
NIPE: \$15,431



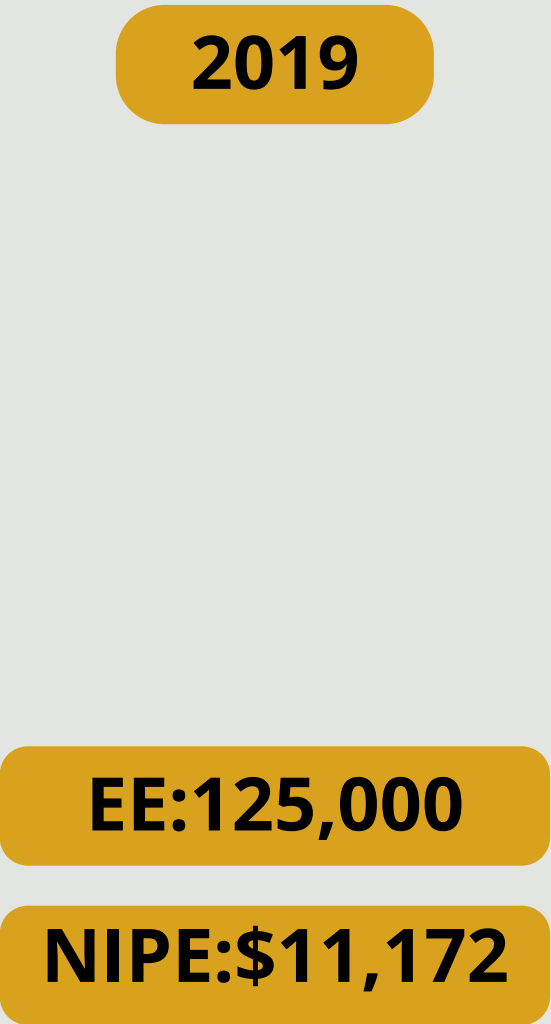
COMPETITOR ANALYSIS

BEST BUY

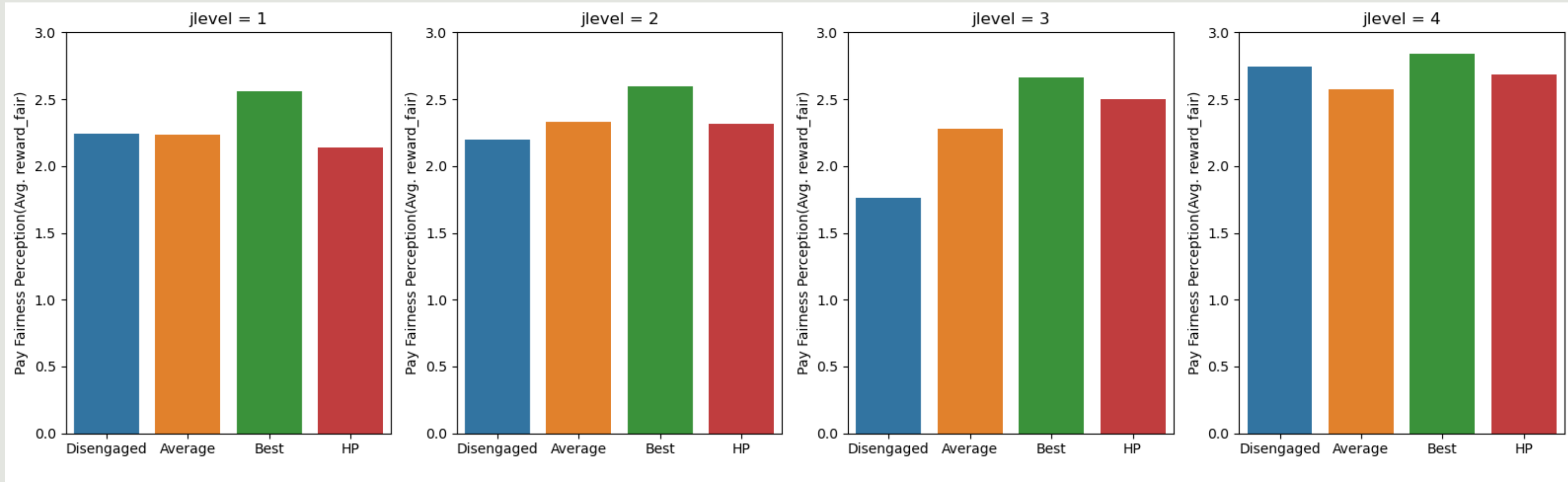
Percentage of income
for the last 2 years



Net income
per employee

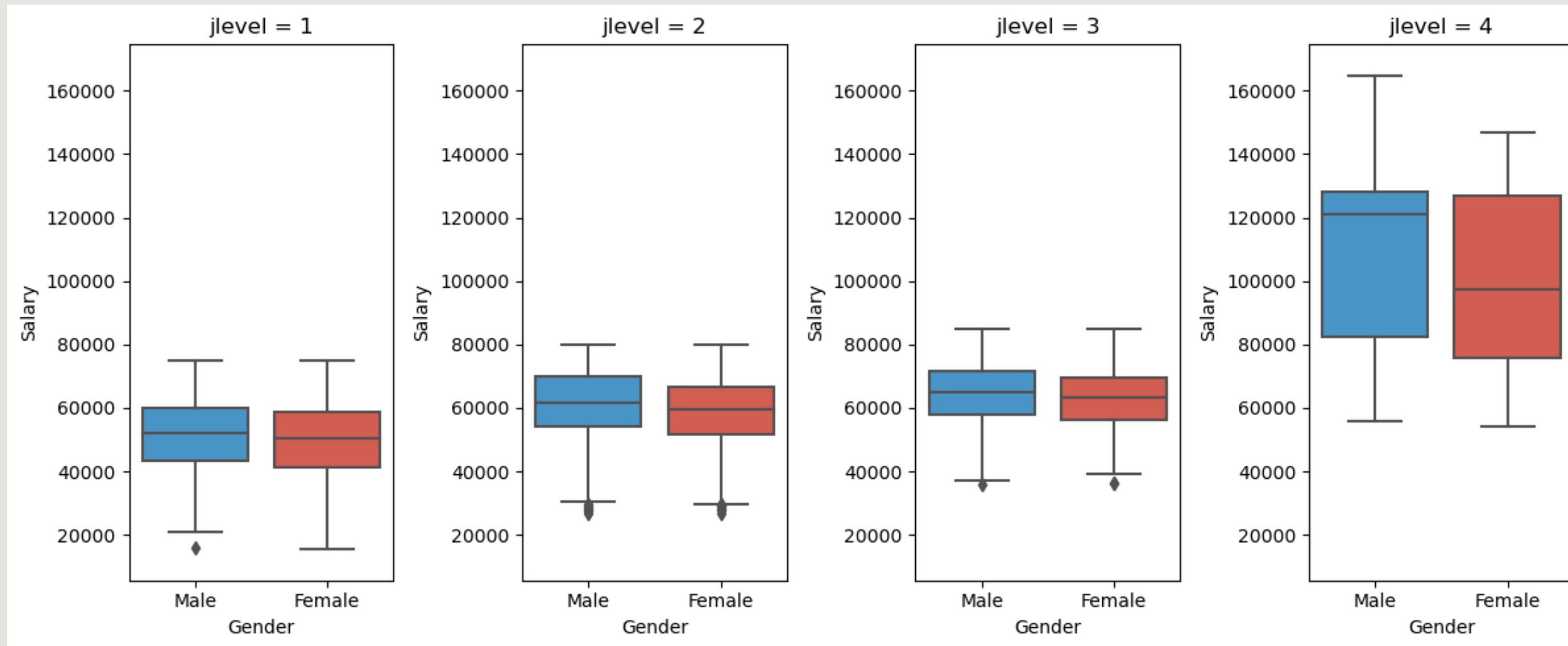


COMPENSATION: FAIRNESS



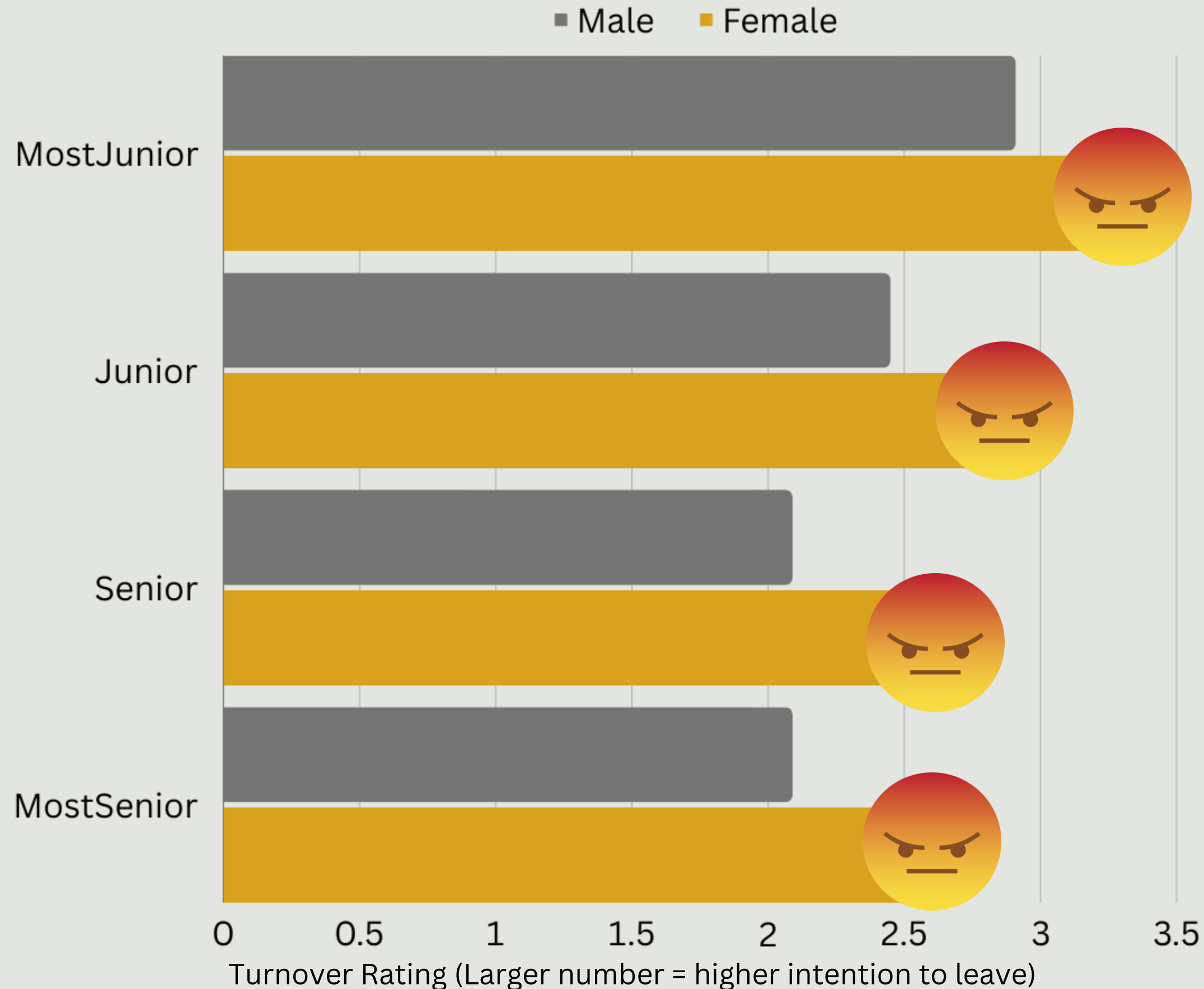
Low Average Satisfaction for Level 1-3 employees
Best employees have higher perception of pay fairness

COMPENSATION: FAIRNESS



Female employees usually get lower salaries compared to male in the same level

TURNOVER RATING COMPARISON



Recommendation : Implement Equal Pay Policies

- Ensure transparency for compensation decisions
- Regular pay equity review
- EDI training for managerial roles



THANK YOU



REFERENCE LIST

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