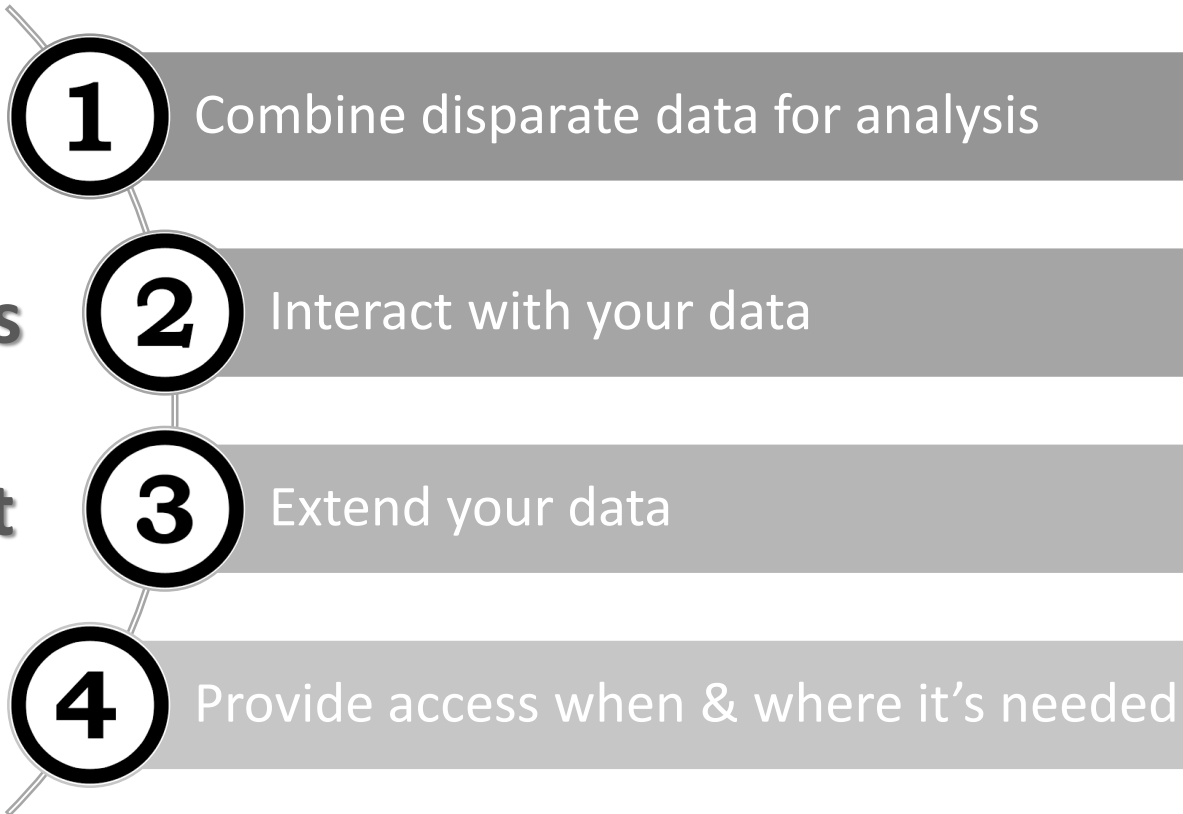


**CREATE A DATA-DRIVEN
DECISION MAKING FOR HUMAN
RESOURCE**

4 Steps to Insight



USING ***ANALYTICS*** TO TRACK
EMPLOYEE PERFORMANCE, IMPROVE
AND RETAIN THEM

Opportunity dimension – Mapping function to opportunity

ATTRITION ANALYTICS

Attrition Rate

% contribution of Attrition

Type of Attrition & Detailed Reason

Cohort Analysis

Attrition Trend

Performance vs Attrition

Year on Year Attrition Growth/Degrowth

MANPOWER

Fill Rate

Role Based, Regionwise

Status about Vacancies

Service-Centre SV wise rate

Storewise Staffwise rate

Incentive Analysis

Designation wise Incentive scheme

Target vs Achievement

Training Effectiveness

Trained vs Untrained

Attendance

CSAT Score

Complaint correlation with Training and Attrition

Productivity (Revenue per job)

Employee Satisfaction Survey

Reason

Progress

Retention Analytics

Basis of Incentive Earning/ Performance Rating / Potential

Reason for Non-Retention

Hiring & On-Boarding

Optimization of source of Hiring and Panel for hiring

Day of on-boarding/Training provided

Actionable Reports/Alerts

YTD Attrition rate against target

No. of high potential employees

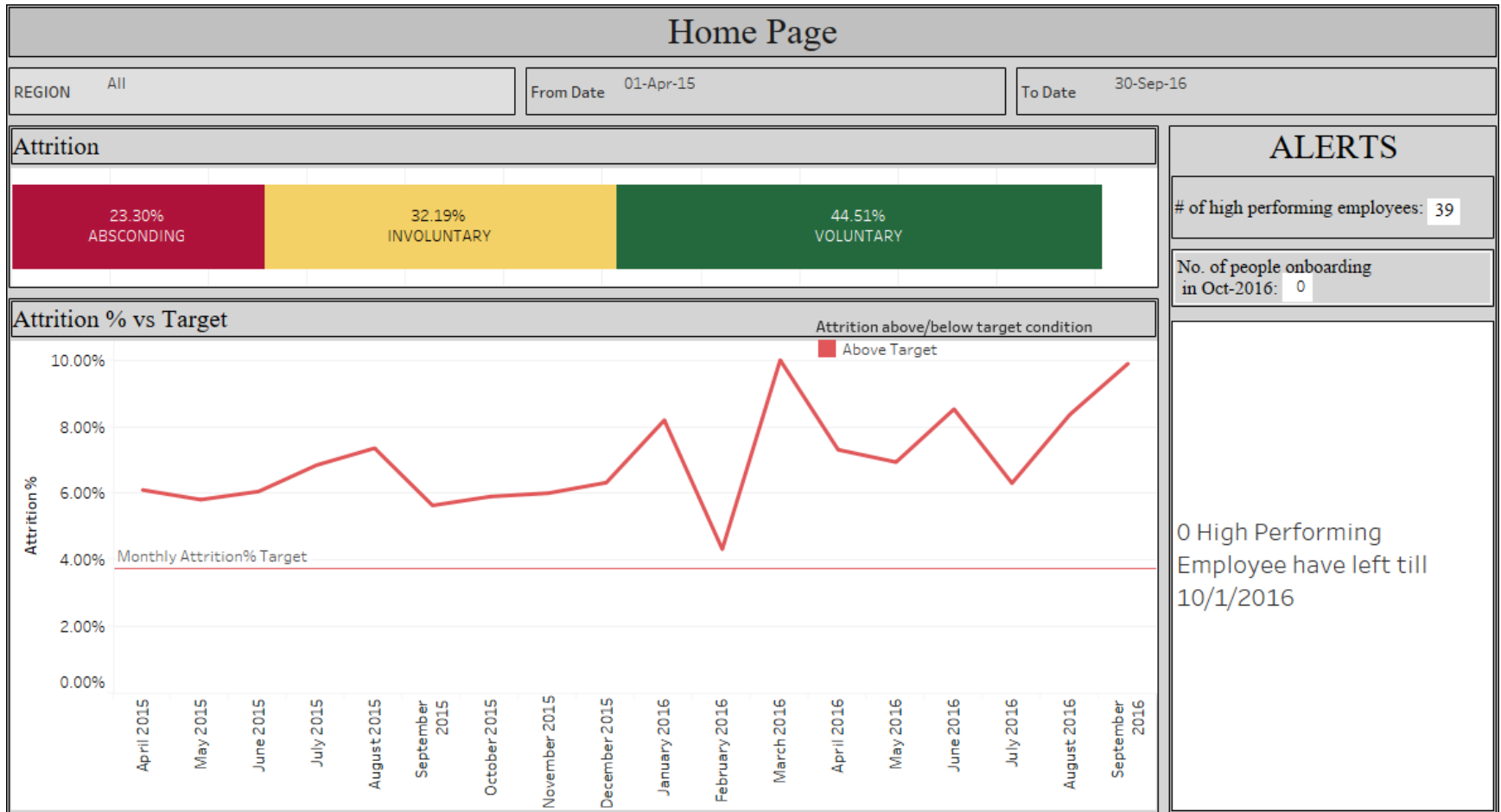
No. of joiners in present month

Top 5/Bottom 5 employees of LW

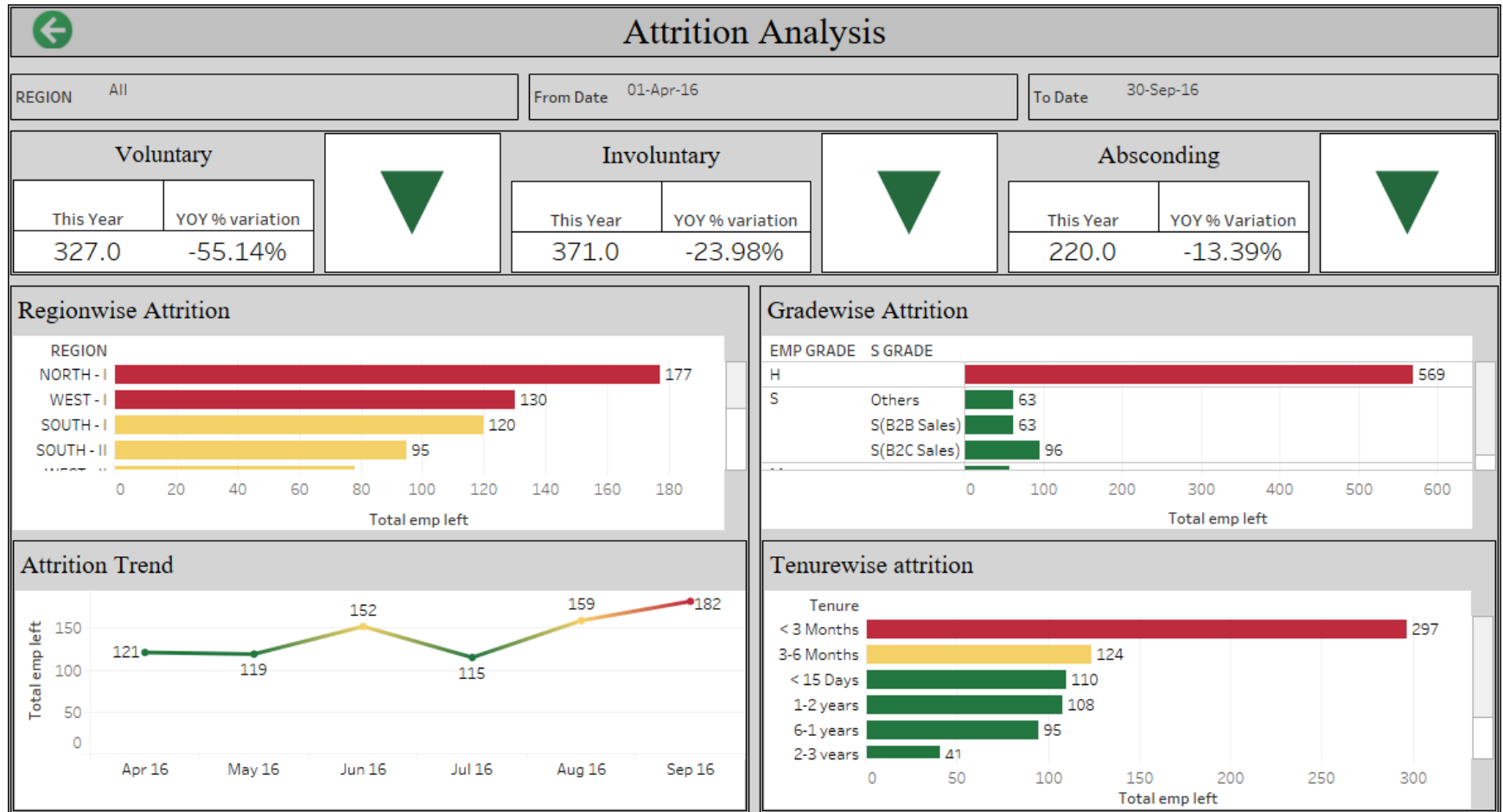
Monthly full & final settlement figure

Attrition Analytics

HR Landing Page



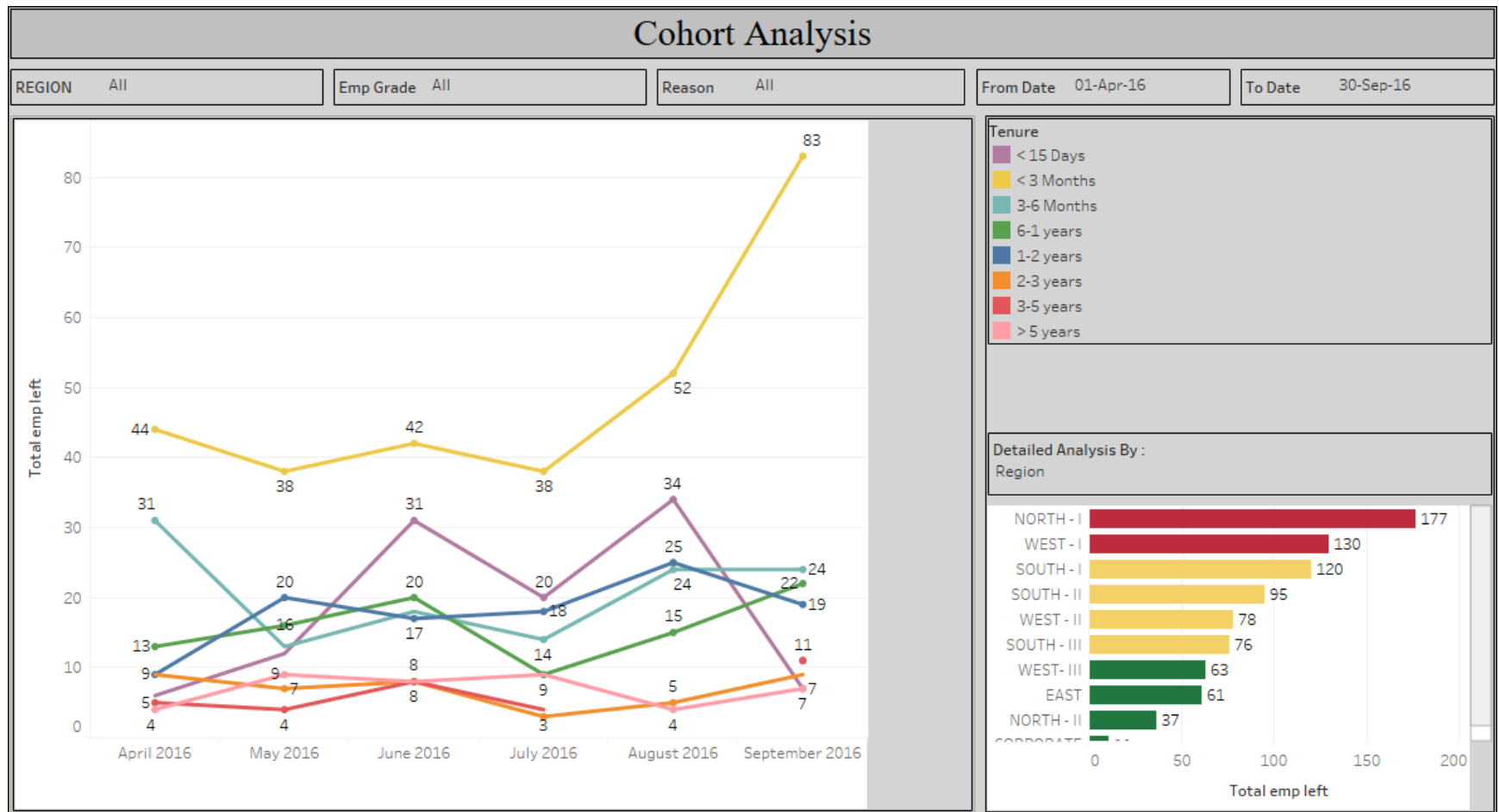
What is region-wise ,grade-wise, type-wise attrition ?



Attrition analysis classified by month-wise cohorts

← Monthly Joinees Attrition Analysis													
Region	(All)	Emp Grade	(All)	Reason	All	Cmsc / Fm..	(All)	Select Date	9/19/2016				
January 2016	77	5%	12%	21%	32%	38%	42%	45%	48%	53%	57%	61%	65%
February 2016	108	6%	20%	30%	41%	January 2016 New Joinees : 77 25 Left (active : 52 /out of : 77) (3 Mo. Avg Attrition% : 42%)			56%	58%	59%	69%	73%
March 2016	107	8%	27%	38%	43%				65%	69%	72%	78%	
April 2016	109	10%	17%	26%	31%				51%	63%	67%		
May 2016	182	10%	21%	30%	37%	44%	50%	59%	64%				
June 2016	187	20%	29%	40%	46%	54%	65%	72%					
July 2016	194	10%	21%	37%	42%	62%	66%						
August 2016	192	17%	38%	47%	56%	63%							
September 2016	99	9%	15%	41%	46%								
October 2016	54	6%	17%	20%									
November 2016	35	3%	9%										
December 2016	554	0%											
		0 Mo	1 Mo.	2 Mo.	3 Mo.	4 Mo.	5 Mo.	6 Mo.	7 Mo.	8 Mo.	9 Mo.	10 Mo.	11 Mo.

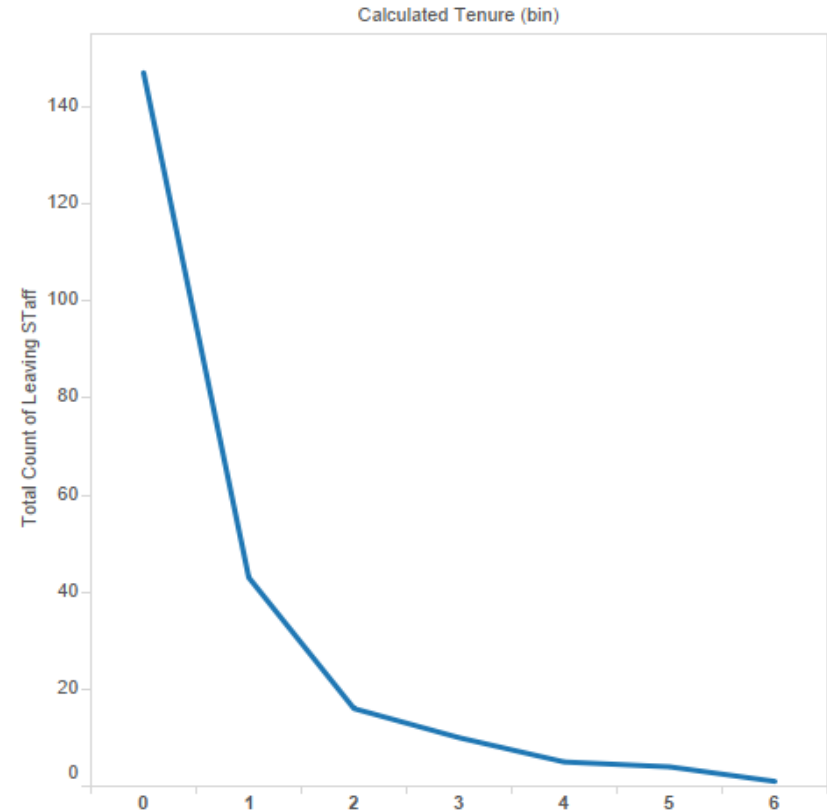
What is the tenure-wise trend of attrition?



Is Tenure trend matching the target?



Tenure Trend



The trend of distinct count of Sap_Code for Calculated Tenure (bin). The data is filtered on Designation and Employee Status. The Designation filter keeps Brand Staff and Senior Brand Staff. The Employee Status filter keeps Left.

Are high performing Employees leaving?

Incentive vs Attrition analysis

Select Date
31-Mar-16

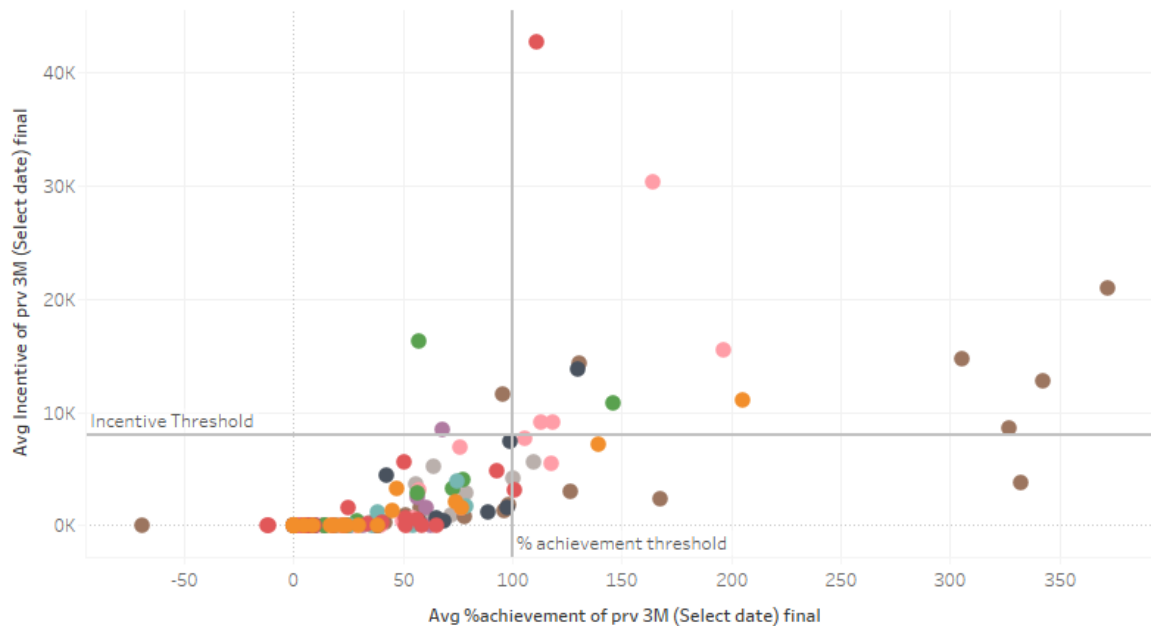
% achievement threshold
100

Avg Incentive Reference
8,000

REGION
All

Detailed Analysis By :
Region

Incentive vs % Achievement



Regionwise

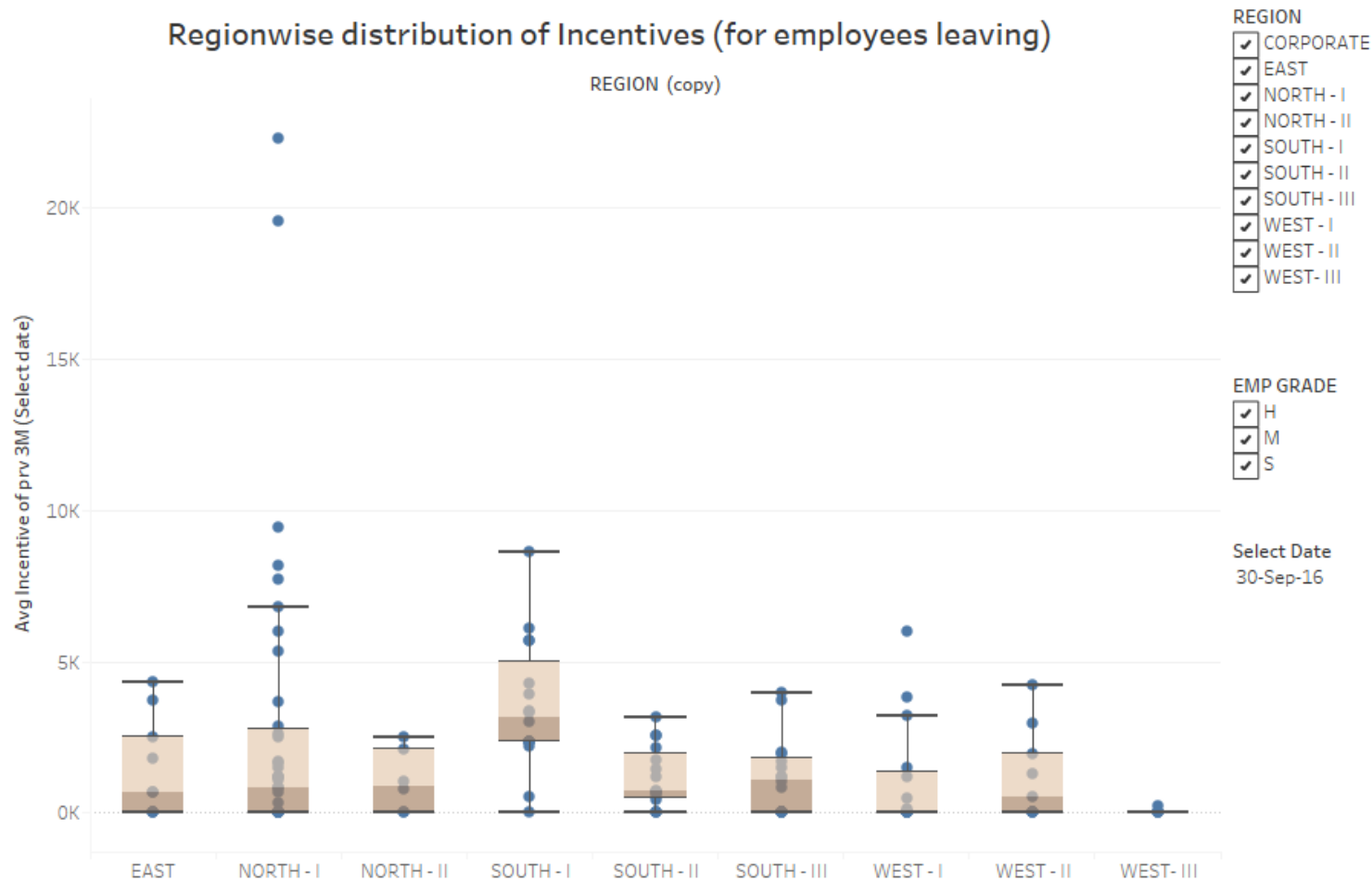
Parameteri..

WEST - I	■ ■ ■ ■
EAST	■
NORTH - I	■
SOUTH - I	■
SOUTH - II	■
WEST - II	■

REGION

EAST	■
NORTH - I	■
NORTH - II	■
SOUTH - I	■
SOUTH - II	■
SOUTH - III	■
WEST - I	■
WEST - II	■
WEST - III	■

What is region-wise distribution of incentives for employees left?



Tenure-wise and % Achievement-wise Attrition

To Date
31-Oct-16

ATTRITION CALENDAR

Employee Status
Left

Achievement
All

Zone
All

Reason
All

Store Grade
All

Store Grade		Tenure		FY 2017																								Grand Total				
				Apr				May				Jun				Jul				Aug				Sep					Oct			
				80% - 90%	90% - 100%	more than 100%	Rest	80% - 90%	90% - 100%	more than 100%	Rest	80% - 90%	90% - 100%	more than 100%	Rest	80% - 90%	90% - 100%	more than 100%	Rest	80% - 90%	90% - 100%	more than 100%	Rest	80% - 90%	90% - 100%	more than 100%	Rest					
A	1 - 2 year		1	1					1									1											4			
	6 months - 1 year													1				1											2			
	Less than 6 months		2					1	1						1			1											6			
	more than 2 year	1															1	1			1	1	1						6			
B	1 - 2 year	1														1		1											3			
	6 months - 1 year						1											1								1			3			
	Less than 6 months						1											1											2			
	more than 2 year				1			1															2						4			
C	1 - 2 year			2	2	1			1				1						4	1			2						14			
	6 months - 1 year				1	1			2	1		2			1		1		4										13			
	Less than 6 months			1	3				3				1	1			1		1		2			3			2		18			
	more than 2 year				1							1											1						3			
Grand Total		2	3	4	8	2	2	2	8	1		1	5		1	2	1	2	2	5	12	1	1	2	8		1	2	78			

Attrition YOY Analysis

Attrition YOY Snapshot

From date selection
01-Apr-16

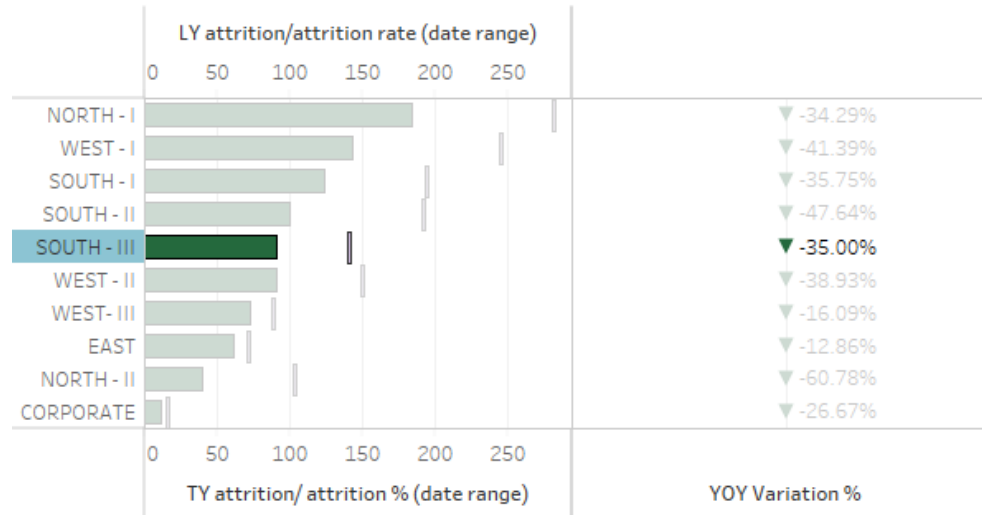
To Date selection
30-Sep-16

Select Attrition Calc
Absolute Attrition

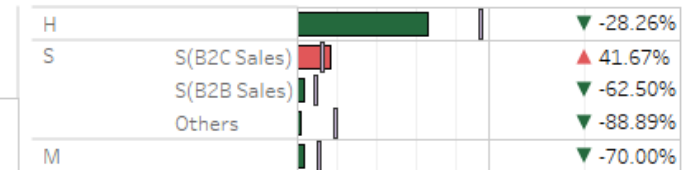
Attrition YOY variation (Increased/Decre..
▼ Decreased

Attrition YOY variation (Incre..
■ Decreased

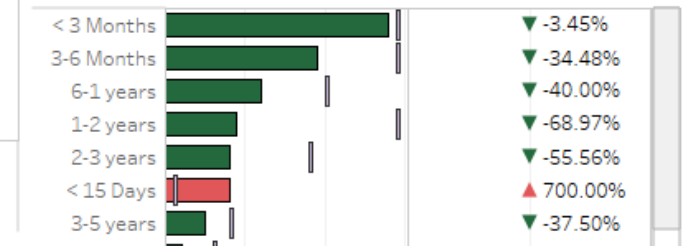
Regionwise YOY Analysis



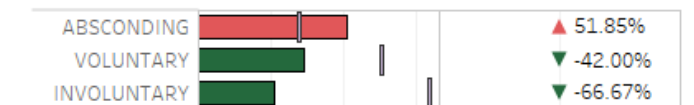
Gradewise YOY Analysis



Tenurewise YOY Analysis



Reasonwise YOY Analysis



Manpower Analytics

What is status-wise and Gender-wise manpower?

Staff Details

Active	Left	New
262	3	7

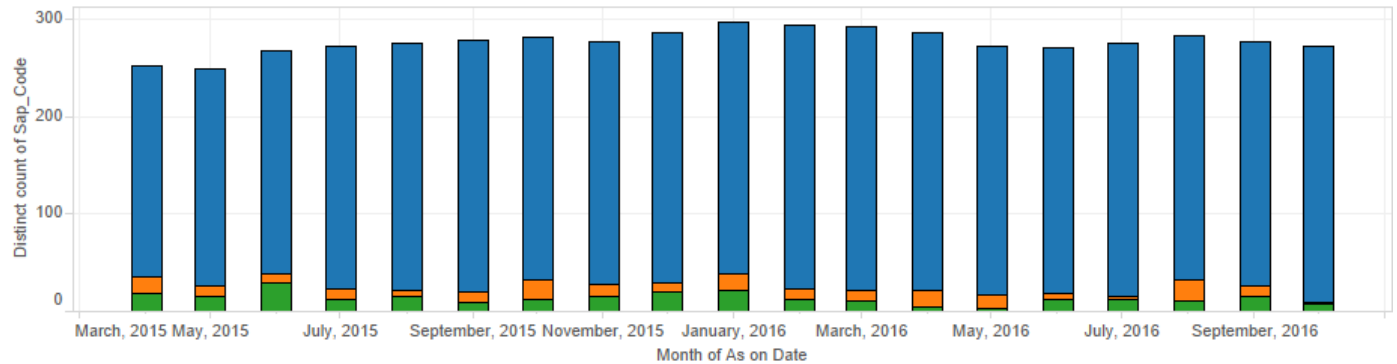
65



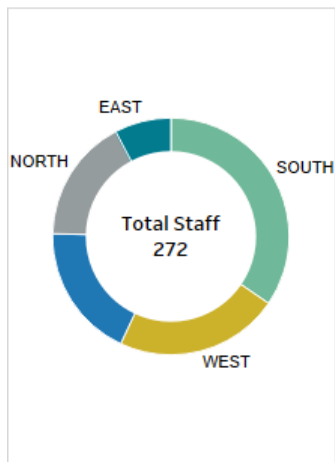
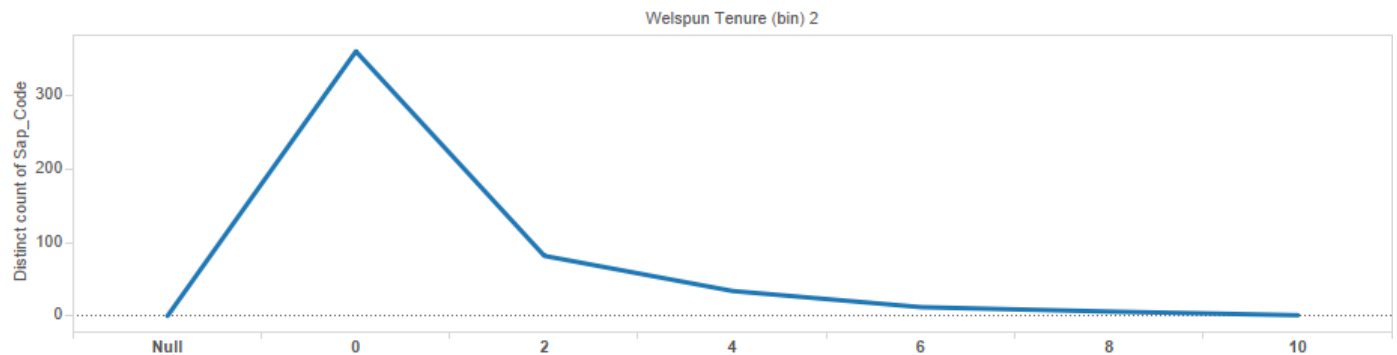
207



Monthly Staff Count

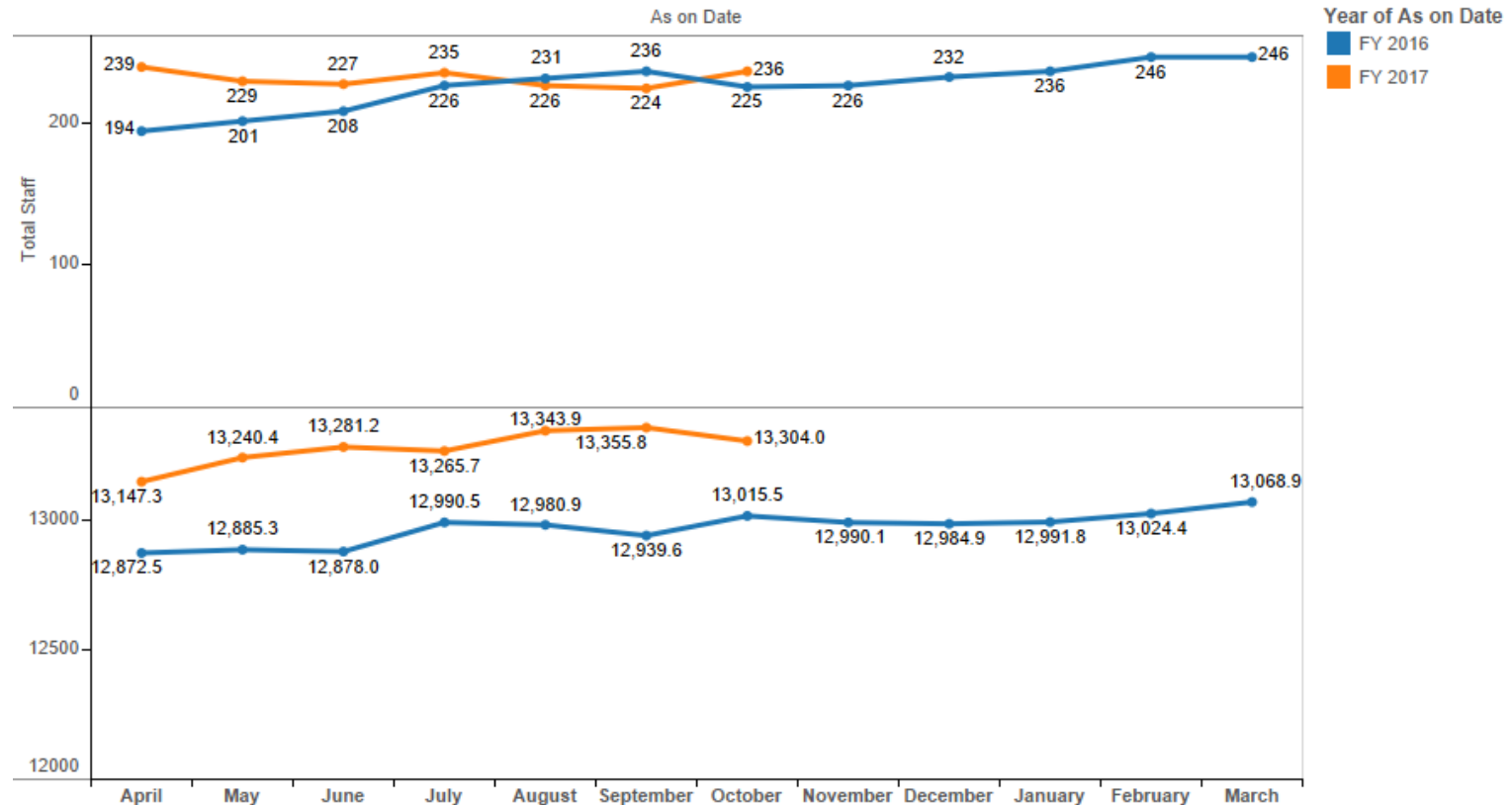


Tenure line chart



What is cost per staff ?

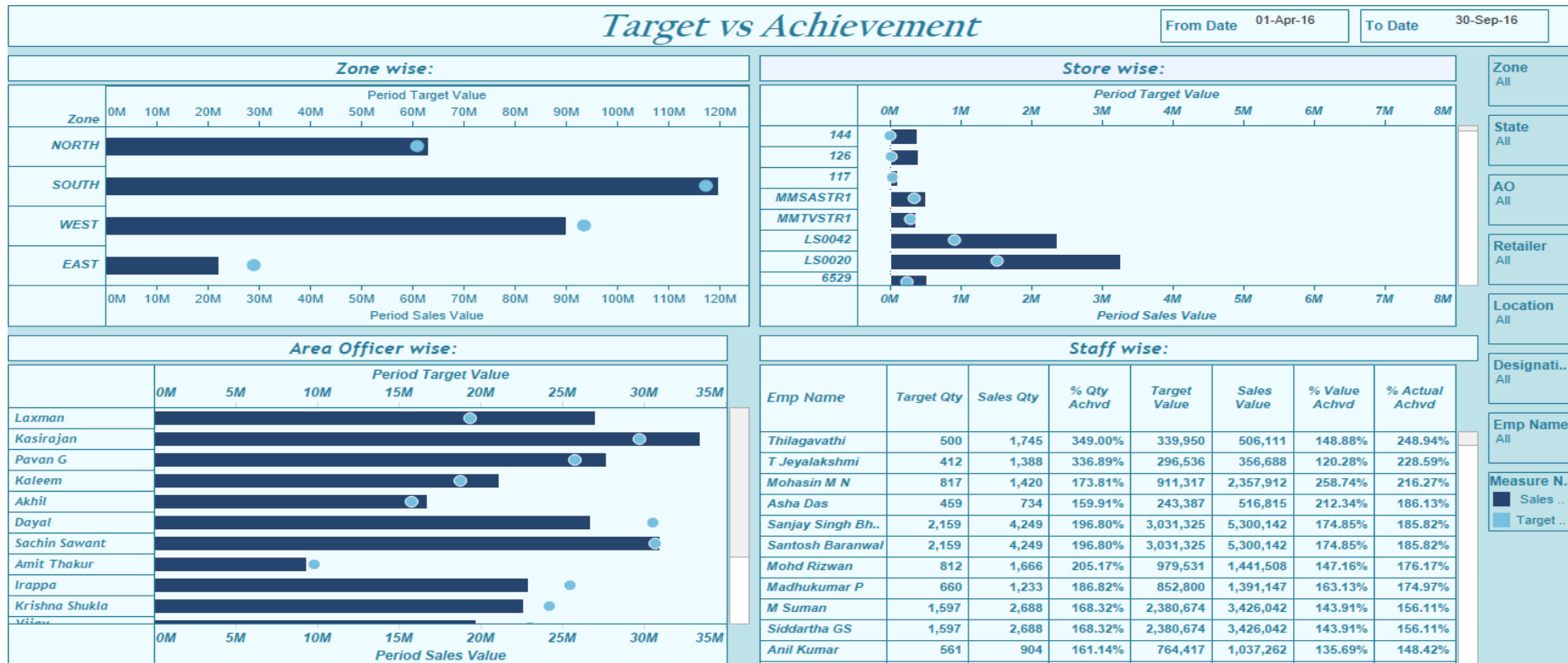
Cost per Staff



The trends of distinct count of Sap_Code and Staff Cost PM for As on Date Month. Color shows details about As on Date Year. The data is filtered on Employee Status and Designation. The Employee Status filter keeps Active. The Designation filter keeps Brand Staff and Senior Brand Staff.

Incentives

What is Store-wise, Staff-wise Target vs Achievement?



Retention Analytics

Which employees should be retained?

Staff Retention Analysis									
Potential Staff					Staff Details				
	more than 100%	90% - 100%	80% - 90%	Rest	Sap_Code	Emp_Name	Designation	Avg. We lspun T enure	Period Achvd
more than 2 year	Total Staff - 42	Total Staff - 8	Total Staff - 16	Total Staff - 23	47315	Shankar Kumar Chou..	Senior Brand Staff	7.35	
					47316	Dambaru Subedi	Senior Brand Staff	7.24	0.95
					47322	Dharmendar Kumar	Senior Brand Staff	6.48	1.14
					47334	Bhagyashri Yadav	Senior Brand Staff	5.82	0.62
					47336	Simran Khan	Senior Brand Staff	5.74	1.11
1 - 2 year	Total Staff - 28	Total Staff - 3	Total Staff - 7	Total Staff - 41	47337	G C Mahesh	Senior Brand Staff	5.67	0.76
					47339	Soma Saha	Senior Brand Staff	5.57	0.81
					47341	Dinesh Prajapati	Senior Brand Staff	5.51	1.37
					47347	Jamshed Iqbal	Senior Brand Staff	5.50	0.86
					47349	Arpita Yadav	Senior Brand Staff	5.47	1.11
6 months - 1 year	Total Staff - 23	Total Staff - 7	Total Staff - 10	Total Staff - 22	47353	Bindu Jaiswar	Senior Brand Staff	5.46	0.46
					47357	Sharmila Ratan	Senior Brand Staff	5.30	1.12
					47355	Sikander Sheikh	Senior Brand Staff	5.23	0.95
					47382	Nashim Moin Shaikh	Senior Brand Staff	5.08	0.80
					47361	Roopa Shetty K	Senior Brand Staff	5.08	1.16
Less than 6 months	Total Staff - 19	Total Staff - 7	Total Staff - 6	Total Staff - 40	47383	Bhupender Kumar Arya	Brand Staff	5.07	0.72
					47381	Mehtab Khan	Senior Brand Staff	4.97	1.00
					47386	Ramjatan Patel	Brand Staff	4.88	0.99
					47387	Balwant Singh	Brand Staff	4.86	1.22
					47391	Arvind Pandey	Brand Staff	4.68	1.42
					47380	Sudha S	Senior Brand Staff	4.62	1.59
					47392	Roopa H	Brand Staff	4.60	0.63
					47395	Mohan Chander	Brand Staff	4.50	1.06

From Date
01-Apr-16

To Date
31-Oct-16

Zone0
All

Store Grade
All

Designation
Multiple values

Employee Status
Multiple values