

LEVERAGING PREDICTIVE TOOLS TO FORECAST EMPLOYEE ATTRITION

Client
Large Financial Institution

Industry
Financial Information
and Analytics

Application
Employee Attrition

Success Criteria

1. Produce a set of accurate predictors that explain voluntary attrition across business units
2. Develop a reliable model to predict employee attrition risk in the future
3. Implement the predictive model into QlikView to make attrition risk information accessible to end-users

About Waypoint

Waypoint Consulting is a leading provider of Data Management and Analytics solutions. Waypoint has an impeccable track record with a blend of business knowledge, technical skills, banking experience and consulting expertise that translates into more value and less risk for our clients. With more than 13 years of experience, Waypoint is recognized among the most reputable analytic solution providers in the U.S. today.

Location

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Summary

A client would like to better understand the factors that contribute to voluntary staff attrition. A predictive classification model was developed using two analytic software platforms to identify employees with greater than 80% probability of voluntary attrition. Over 40% of those who took an annual employee survey indicated they would likely look for a new job outside the company within the next 12 months. The client would like to get an understanding of the drivers of voluntary attrition and have the ability to assess each employee's likelihood of resigning.

Approach

With the help of Waypoint Consulting, the HR department leveraged predictive analytics to determine the likelihood of employees leaving voluntarily and to identify the drivers behind attrition. The statistical analyses created with both SPSS and Alteryx would furthermore refine the previously created attrition models and will be expanded to other business units. The goal is for the analysis to subsequently engender specific plans of action that the client could undertake in order to curb attrition rates and support employee retention.

Result

A classification model was produced that identifies employees with a greater than 80% probability of attrition. The biggest predictors of employee attrition from most to least importance are the most recent employee ratings, employee recognition, position change, tenure and manager rating. This model was approved and presented to upper management and is currently embedded in a Qlikview dashboard. The dashboard describes the entire workforce population with an additional view summarizing the likelihood of attrition and factors defining the relative value of an employee to the company.

