

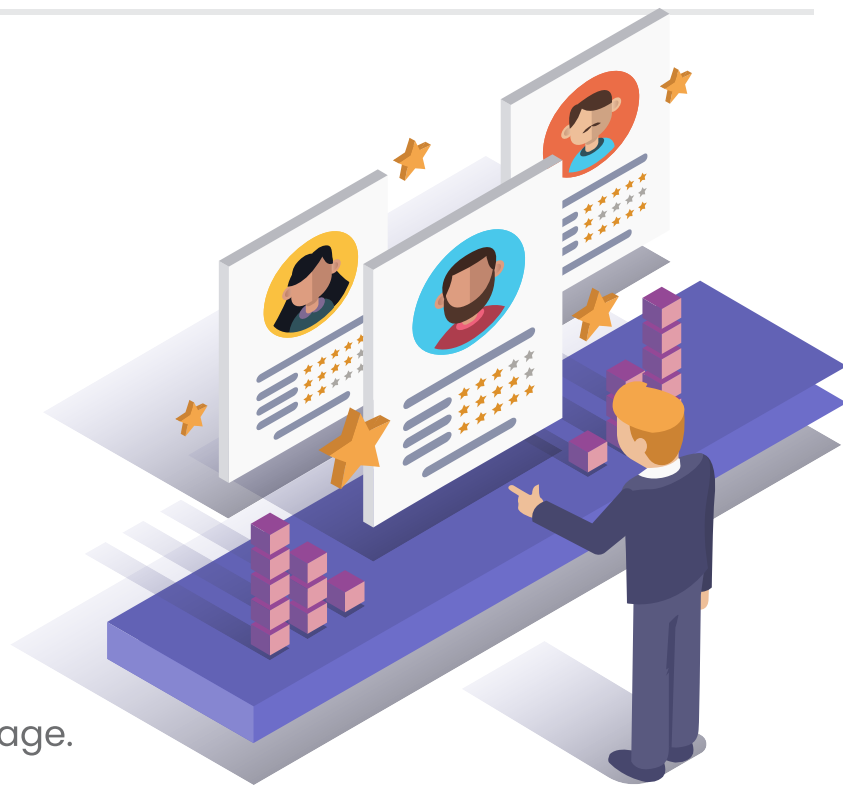
Enhancing HR Retention with Data Analytics

THE PROBLEM

A multinational corporation was grappling with a concerning trend of employee turnover, particularly among high-performing and skilled personnel. Traditional methods like surveys and exit interviews offered limited insights. The organization sought a data-driven approach to understand the root causes of attrition and develop effective retention strategies.

THE SOLUTION

Leveraging Dataiku, Snowflake, Tableau, and Curator, our solution integrates HR data into Snowflake for secure storage. Tableau visualizes key turnover metrics, while Dataiku develops predictive models for actionable insights. Curator facilitates deployment and monitoring, enabling continuous refinement of retention strategies based on real-time data.



THE OUTCOME

Implemented our HR analytics solution led to improved retention by proactively addressing turnover factors. Cost savings were realized through reduced recruitment expenses, while productivity increased due to team continuity. Decision-makers benefited from data-driven insights, fostering a culture of evidence-based HR practices that kept the organization competitive in talent acquisition and retention.