

Deloitte.

Analytics Answers

Workforce Retention Analytics Don't react. Predict.

In many companies today, turnover risk is still addressed only when leaders become aware of the risk—that is, when an employee resigns. Even among companies that are more proactive about addressing retention problems, many tend to focus primarily on why employees are leaving. That's important, but it's only part of the picture.

What if you could identify who is more likely to leave? Or when they're more likely to do so? Or even what could be done today to make them change their minds? Those are some of the questions that highly advanced analytics tools and strategies are seeking to answer today.



Get inside your data

At Deloitte, analytics isn't just a good idea—it's a call to action. That's why we've launched the *Analytics Answers* series of solutions—practical, problem-specific tools that are ready to deploy today.

The who, what, when, where, and why of retention

Deloitte has developed a workforce analytics tool squarely focused on the challenge of retention. It uses advanced analytics that can predict turnover risk at the individual level and can also provide senior executives the lead time they need to address retention challenges and keep their leading performers. This tool uses a cloud-based solution that can allow multiple practitioners to view dynamic reports based on their preferences, replacing the old model of static reports shared through email.

This approach can also give users rapid visualization capabilities and allow them to gain insights in a short amount of time by slicing and dicing retention data across multiple dimensions rather than relying on the same old charts and graphs that use preset determinations of what's most important.

Bottom-line benefits

Our workforce retention analytics capabilities can bring organizations a host of potential benefits, including:

- Generating a more effective understanding of retention challenges by accounting for changes in workforce dynamics in retention—not just historical retention trends
- Identifying who is at risk of attrition, at the individual level, and when they are more likely to leave
- Determining the primary drivers of attrition in the organization
- Understanding trends in workforce attrition across workforce segments
- Identifying the stage at which attrition is likely to have a negative impact on the organization

Learn more and get connected

 Deloitte Analytics

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 Deloitte Real Analytics

 www.deloitte.com/us/analyticsanswers

Contacts

If you think it's time to use smarter workforce analytics in your organization, we should talk. Please reach out to any of us to get the conversation started:

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