



ēVOLUTIō



Employee Retention Analytics (ERA)

An AI-driven People Sustainability solution

What is Employee Retention Analytics solving?

Our Employee Retention Analytics solution leverages workforce data to identify employees at risk of leaving the organization, and critical factors which can help to retain them.

Our AI-driven approach, powered by DataRobot, predictively identifies at-risk employees, the factors affecting retention and employee satisfaction, and the quantitative impact of these factors.

Why is Employee Retention Analytics important?

- Retaining talent is critical to every organization's success. However, there is often very little insight, especially in advance, into which employees pose the most significant risk of resignation – even if supporting data is readily available.
- The factors affecting employee retention aren't always apparent for individuals, and motivations differ from role to role and person to person.
- Implementing retention changes must be made sustainably, by balancing retention solutions with costs associated with hiring and training.
- Employee Retention Analytics provides ways of drilling into analytics specific to roles and individuals to enable nuanced decision-making by stakeholders.

Who is Employee Retention Analytics for?

Employee Retention Analytics enables all leaders in employee-focussed roles to understand their workforce better and improve their decision-making. Employee Retention Analytics is primarily targeted at:

Human Directors, Managers and Administrators

Employee Retention Analytics eliminates some uncertainty and improves decision-making associated with policy changes, compensation, changing employment markets and employee sustainability. Employee Retention Analytics also provides data-based evidence for improved planning and strategic initiatives.

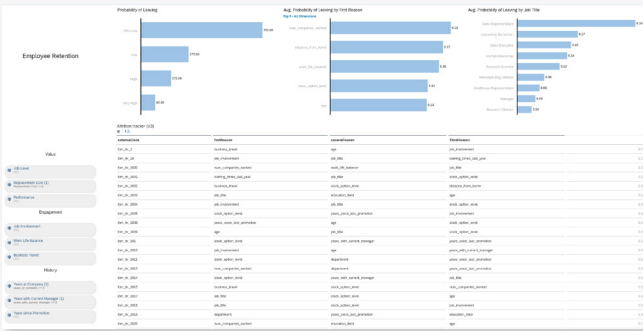
Finance Leaders

Compensation decisions are often the first port of call when looking at retention. With Employee Retention Analytics, detailed, individualized compensation can be analyzed against cost. Employee Retention Analytics also highlights alternative, potentially higher-impact factors to retain employees besides compensation.

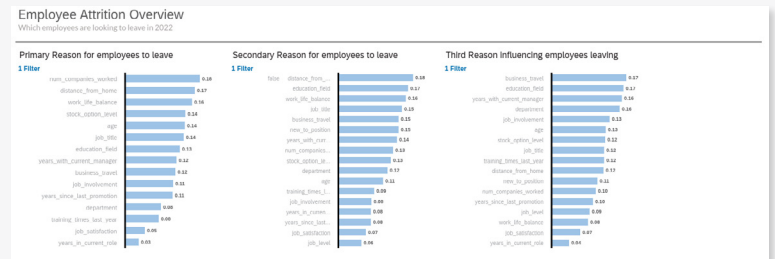


What does Employee Retention Analytics look like?

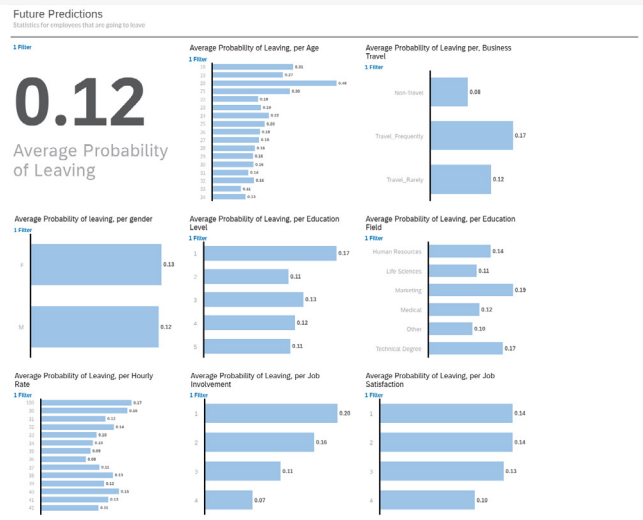
Individualized, per-employee insights



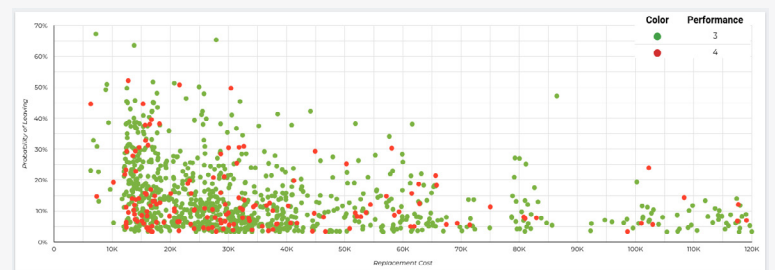
Ranking of employee motivations



Predictive Analysis



Replacement Cost Analysis



People sustainability focuses on treating everyone within the workforce, across supply chains, and in communities ethically and fairly. By viewing people and their human potential as precious assets that must be valued and supported, organizations will be well-positioned to drive resilience, increase agility, and achieve sustainability goals.



As a global software solutions and managed services company, EPI-USE Labs helps you to maximise the performance, management and security of your SAP® and SAP SuccessFactors® systems. Our clients tell us every day how we have transformed their business operations. Contact us to find out how we can help you solve your business challenges.

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