

# WORKFORCE ANALYTICS

Workforce Analytics Solution Reduces Attrition and Improves Employee Performance



## Client Profile

Global federation of companies with over \$19.4 billion in revenues. It enjoys a leadership position in utility vehicles, information technology, financial services and vacation ownership in India and is the world's largest tractor company by volume.



## Challenges

- No visibility into factors leading to attrition
- Unavailability of insights into key parameters regarding the organizational structure, attrition and recruitment
- Employee assignment to managers and their overall alignment with business objectives unclear



## Digital Enablers



## Business Context

The customer ran a strategic HR initiative to shift employees to strategic work from operational. It required visibility into attrition factors, employee assignment to their managers and their overall alignment with business objectives.



## Solution

- Cleaned data and created a single source of truth
- Built the predictive machine learning model to determine key attrition factors
- Enabled better insights and easy availability of data by building and publishing storyboards on organization structure, attrition and recruitment



## Business Impact

- Identified key attrition factors and reduced churn
- Enabled proper profiling of each employee, which led to analysis of individual performance and growth
- Enabled the alignment of individual and business goals, helping retain talent
- Generated the integrated view of each employee helping the organization create effective talent retention strategies



## Bristlecone Advantage

- Deep domain expertise
- Solution and technology enablers
- Two decades of experience in automation and data engineering