Leavers DNA
E:X:I:T

hr magic box

member firm
thestrategist &
decoding the people science

# E:X:I:T
## (Leavers' DNA)

E:X:I:T Study (Leavers' DNA) is a scientific analysis of people issues in context to understanding the reasons for employees leaving the organization, and to draw possible trends/patterns based on data analysis for proactively designing future action plan

**Simplistic**
Easy to understand and operate

**Combination**
Healthy balance of conversations and online surveys

**Past to Future**
Predictive and constructive

**Call to Action**
Business intelligence/ outcome driven

## Science

"**Deductive Approach**" method which is based on scientific principles of research is applied to draw inferences across various dimensions of employee experience in the employee lifecycle and the factors that influence employee's decision to leave.
**E:X:I:T** can be a combination of conversations and a survey tool that captures the experience of the employee during their tenure in the organization.
A much wider range of people issues in context to operational, organizational and personal variables affecting the decision to leave are likely to be uncovered.



Employee Lifecycle

## Scope

Our **E:X:I:T** dashboard is designed to understand the key drivers of employee retention and take action to reduce unwanted attrition by improving the employee experience. It also highlights the factors that cause top performers to leave and directs action across the organization to reduce employee turnover.
Our study is based on the assumption that **Employee Engagement** is a function of two factors, **Delight and Connect**. The value of both these factors collectively establish the value of Employee Engagement.

**Employee Delight Index Dimensions: Employee Connect Index Dimensions:**

- Work infrastructure
- Policies and processes
- Compensation
- Opportunities to learn
- Immediate manager
- Job profile and responsibilities

- Organization pride and brand
- Recognition
- Inspirational leadership
- Work culture & friends
- Career growth and development

## Blueprint

**Collect and curate the data**
Collect and curate data from all possible demographics. Randomize the data and schedule telephonic interviews with the randomly sampled participants .

**Conduct the survey**
Screening calls are made to understand the ex-employee's interest to participate followed by which a detailed call (approx. 45 minutes) is conducted with each ex-employee based on the standard questionnaire prepared.

**Capture the feedback**
Feedback and responses captured through the survey are collated and validated for data analysis including call audits and data verif cation.

**Measure the feedback**
Dashboard analytics are triggered to analyze data and make necessary recommendations encompassing dimensions of push and pull factors.

## Intelligent Dashboard Analytics

**Insightful, graphical & simple to understand**
Presents interview feedback in a manner which is easy to interpret and helps to visualise critical information to understand the key drivers of employee retention.

**Overall analysis (Cutting edge features point to point)** Cutting edge features like **SLICERS & GUI** (visualizations ) give flexibility to track the responses and address emerging problems before they significantly impact the business and share insights as they occur.

**Filters for deep analytics & insights**
Provides a range of options to dissect data from simple deep dive analytics to predictive patterns and uncover the root causes of issues like high turnover in specific departments, the cost of hiring for particular positions etc.

**Represents actionable information**
Transforms available data into actionable business intelligence and empowers HR team to quickly gauge the health of the workforce in real time giving variable insights into the problem areas which is required to retain top talent.

## Similar Intelligent Tools

**V:O:I:C:E**
**Hiring & Recruitment**
Voice Of Interview & Candidate Experience is dynamic dashboards on interviewing experience resulting in better conversion ratios and EVP for organisations

**Talent Engagement**
Engagement Index captures the engagement levels in the organisations across the Managers and creates dynamic action plans

**Talent Acquisition**
First 101 Days (1 - 51 - 101 Pulse Study & satisfaction trends) is a SaaS based model, captures the sentiment levels across the onboarding Process (-7 days from the date of joining to 101 days of post joining

**R:O:T:E**
**Learning & Development**
Return on Training Effectiveness - Measuring the Training feedback to optimise the Training Budgets and build alignment with Business Strategies