

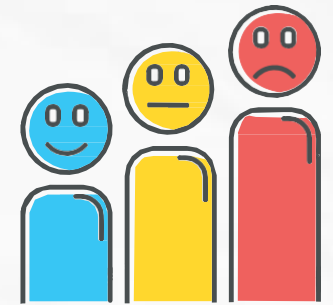


E:X:I:T (Leavers' DNA)

Leavers DNA
E : X :  : T

CURRENT STATE

➤ The Standard Reactions



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.

Our study is based on the assumption that **Employee Engagement** is a function of two factors, **Connect and Delight**. The value of both these factors collectively establish the value of Employee Engagement.

Employees are the brand ambassadors of the organization. If the employee wants to quit, then there could be many reasons around it.

Its imperative for organizations to retain talent to realise the organization mission and vision. While all organizations do a deep dive into the exit reasons and come up with analysis of the factors, we are not always sure, how to take it forward.



- ▶ Lack of a regular feedback mechanism for all employees forbids a transparent, positive and healthy work environment.
- ▶ An exit interview may be seen as “too little, too late” by an existing employee, and the ill will can get furthered if employee feels that resignation is the only trigger for discussion/opinion.
- ▶ The employee’s engagement levels with their current employment, and the desire & ease of finding new employment are major factors in driving employee’s decision to leave.
- ▶ Employee survey studies show that the proportion of "Dissatisfied Compromisers," who are not satisfied but have no plans to leave, is usually much higher than that of "Change Seekers," who are not planning to stay.



CHALLENGES

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 his 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.



▶ **Product & product as service**

E:X:I:T can be acquired as a product, wherein all the controls are with the client or can be acquired as a combination of product and service where we manage the product for you.

▶ **Interview based questionnaire**

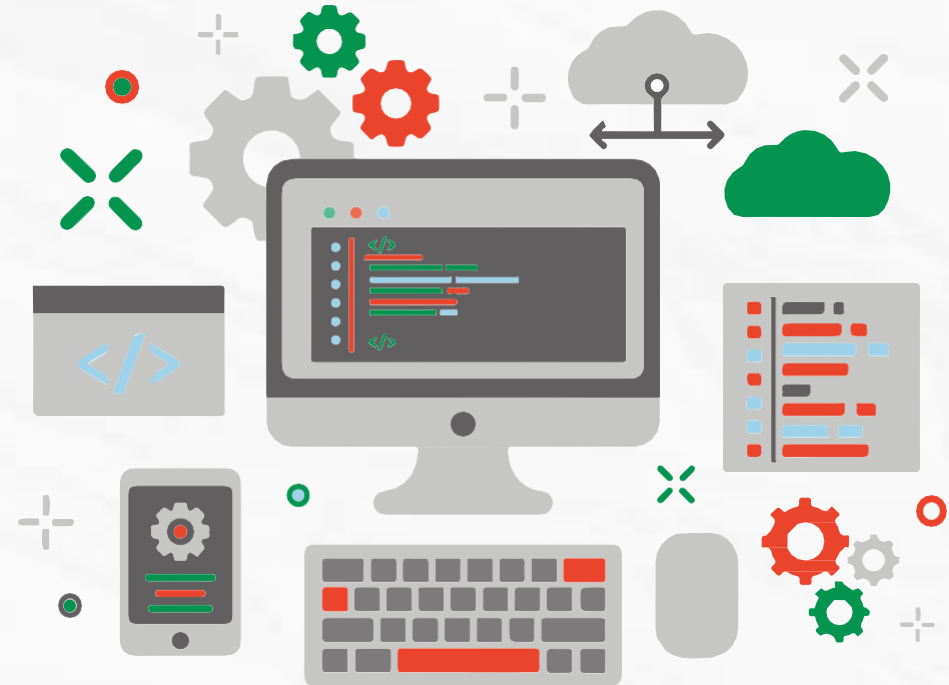
Survey questionnaire is designed to uncover relationships in the data like the **Pull & Push** factors, reaction response relation, stickiness Index, future threats etc.

▶ **Easy to feed data and upload the dashboard**

Collect, collate and analyze data effortlessly using a single platform.

▶ **BI based dashboard**

The BI based dashboards captures and populates data to view its visual representation in the dashboard with intent of call to action. Saves time, money and effort. Thanks to automated reporting and user friendly dashboards where no prior expertise is required.



SOFTWARE

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 verification.

Measure the feedback

Dashboard analytics are triggered to analyze data and make necessary recommendations encompassing dimensions of **Push & Pull** factors.

> Connect

Connect drives the long term association of an employee with the organization. It is the outcome of various value based attributes that the employee experiences within the organization. Connect is not built in a day; it is an **accumulation** of multiple experiences.



E:X:I:T KEY FEATURES

Work culture

Refers to the '**Unique & Intangible**' mix of practices, organization values and ideologies, arising from the interactions of people with their work environment that affects the employees to function in a certain manner.

Career growth & development

Career growth and development represents the entire sequence of activities and events related to an individual's career within the organization.

Inspirational leadership

Refers to the leadership within the organization that inspires and influences the employees. It is the pool of senior members of the organization that are exemplary and connect to the workforce and are perceived as 'role models.'

Organization pride & brand

It is the value or image that the organization creates for itself, both inside and outside. Pride represents the pleasure & importance that employees feel because of their association with the organization.

Recognition

The sense of gratification, identification and appreciation an employee gets in the form of tangible and intangible benefits from the organization in return for the job performed and achievements.

> Delight

Delight is the outcome of several day-to-day attributes within an organization that result in 'immediate gratification' for the employee. Compared to 'Connect' it results in a short-term 'high', which makes everyday work-life smooth and happy for the employee.



E:X:I:T KEY FEATURES

Compensation

Employee compensation refers to the benefits (cash, vacation, etc.) that employees receive in exchange for the service they provide to their employer.

Work infrastructure

Infrastructure is a basic structure that an organization provides to its employees. Infrastructure would include the building, canteen, transport equipment, machinery and tools required by an employee to complete their duties with ease.

Policies & processes

Policies and processes are the set of principles and related guidelines that an organisation establishes to make employees aware of their rights and to guide an employee as what needs to be done in a certain situation.

Job profile and responsibility

It broadly speaks about the responsibilities of a specific job and also includes information about working conditions, tools, equipment used, knowledge and skills needed, and relationships with other positions.

Opportunities to learn

Caters to the human desire for growth, which is perhaps manifested most in the realm of career. Organizations continuously strive to offer employees opportunities for growth at work in the form of trainings, certifications, in-house & off-shore projects, exposure to hackathons etc.

Immediate manager

Immediate manager is a person with whom an employee interacts on day to day basis and on whom an employee falls back for any help or to resolve any work related issues. Managers are often viewed as a strong reason for an employee to stay or exit.

Brand promise - our strength

It is the set of tangible & intangible 'gains' that an employee relates with the 'brand'; is a part of the **Employee Value Proposition**.

Our weakness

Refers to the 'singular' attribute/experience that has the maximum negative effect on the employees from among the chain of attributes/ experiences, thus becoming the 'weak link' of the organization.

Stickiness index

The attributes/experiences which propel and motivate the employees to perform better and stay 'longer' with the organization.

Trigger for exit

Refers to an incident or factor which prompts an employee to leave the organization. This may not be the only cause but definitely the most prominent one.

Pull & push factors

PULL factors are those which are beyond the control of an organization. These are the 'Involuntary' reasons contributing towards attrition like pursuing higher education, marriage, health, relocation of spouse etc.

PUSH factors are reasons which are within the control of an organization. In this case the decision to separate from the organization is made by the employee 'voluntarily by choice.' These are the factors that have compelled an individual to quit and which can be prevented by the organization.

E:X:I:T KEY FEATURES



Advantage (vis-à-vis competition)

Refers to the attributes/experiences that are favoured at the organization vis-à-vis its competitors. These are the attributes /experiences that 'tilt the employees' decisions' in favour of their existing organization instead of others.

Future threats

Refers to the weaknesses/missing attributes/experiences which the competitors have and which are missing in the organization. These are the factors that may cause 'risk' of losing employees in days to come if no action plan is initiated.

Immediate focus area

The policies and process which need to be taken care of urgently because they are the cause of maximum dissatisfaction among employees. It is the one which is highest on 'Urgency-Importance' matrix.

Leadership index

Refers to the leader who is a guiding force for the employees to achieve their goals and is constantly looked upon for inspiration.

Manager index

Indicates to whether or not the manager is the primary reason for an employee's decision to Exit.



**E:X:I:T
KEY FEATURES**

E:X:I:T KEY FEATURES



Early warning signal

Refers to the formal/informal discussion an employee has with manager/peers before taking a final decision to put down the papers.

Reaction response relation

Refers to the time gap between an employee's 'first thought of leaving the organization & indicating the same to someone in the organization informally and the actual date of resignation'. This provides an invaluable opportunity to the organization for 'damage control' and to change the employee's decision to quit.

Welcome home

Refers to the willingness or inclination of the employee to re-join the organization if given an opportunity.

Recommend the organization

Refers to the employee suggesting, advising family/friends to join the organization.

Alumni connect

Refers to the willingness of ex-employees to stay 'in-touch' with the organization and to continue receiving updates from the organization.

DASHBOARD

- ▶ Detailed analytics with multiple filters to gain knowledgeable insights.



- ▶ Overall aggregate of beliefs, ideas and impressions that a candidate holds about the brand.



DASHBOARD



► Overall comprehensive scores display the positive and negative dimensions of the employee experience.



► A break up of each dimension of the comprehensive score reflecting explicitly the connect and delight factors that influence the employee experience



hr magic box features



Mobile- Desktop: The survey can be accessed through mobile/desktop. Triggered by SMS & Email



Auto-Pilot: The tool is designed to auto-trigger the survey through HRIS at the scheduled timelines after the 1st survey triggered



Cloud based: The tool is based on Cloud and you don't need to invest anything on the hardware and software.



Confidential: Coded survey links which protect the identity of the participant and prevents fraud of forwarding etc.



Flexibility 2 trigger: The Admin (HRBP) has the flexibility to trigger any one | multiple dimensions based on the situation.



Subscription: Subscription model, where in the changes are based on usage beside a basic retainer for minimum usage guarantee.



hr magic box
portfolio

V O I C E

Post Interview Feedback

LEAVES DNA
E : X : T

Exit Interview



Onboarding & Induction



Happiness Index (Mood Meter)



Engagement Index

R : T : E

Training Effectiveness



Millennial Connect Index



Employee Lifecycle Experience



Collaboration Index



Audience Listening Profile



Growth & Development



Our Proud Partners in the Journey so far . . .

Outsource : Exit Interviews



A leading provider of investor communications, technology-driven solutions, data and analytics partnered for outsourcing Exit Interviews for 12 mths

EXIT: Exit Interviews



One of the world's largest travel technology company partnered for conducting Exit Interviews

Outsource : Voice of Candidate



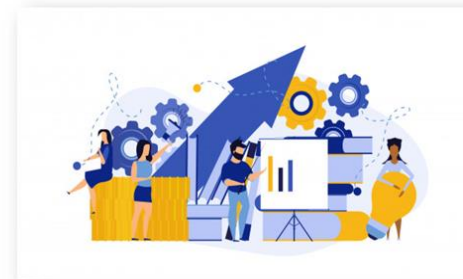
A leading provider of investor communications, technology-driven solutions, data and analytics partnered for outsourcing Voice of Candidate for 12 Mths

HI : Happiness Index



A leading provider of product and services partnered for evaluating the mood of the organization in terms of engagement

myManager Connect



A leading IT services provider partnered for evaluating level of employee engagement and manager connect

myManager Connect



A leading provider of product and services partnered for evaluating level of employee engagement and manager connect

Technology : Engagement



World's leading mechanical engineering company into the automation and IoT business partnered for designing employee engagement framework

Wellbeing : SoS - Secretes of Success



India's leading fabric and fashion retailer, partnered for building awareness among its employees on wellbeing and stress management

Engagement : myManger Connect



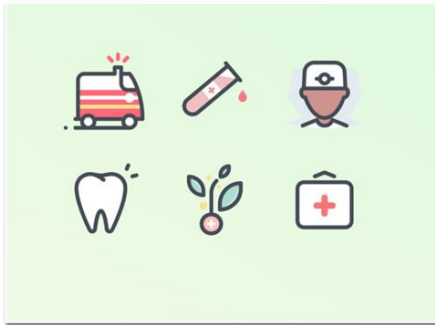
A leading industry partner for India's space program, responsible for putting Indian on Moon, partnered for assessing engagement levels among the employees

Advisory : Psychometrics for Hiring



India's leading chain of restaurant known for Hyderabad Biryani partnered for building psychometric assessments based on Visuals

Technology : OKR Dashboard



India's leading Not for Profit agency which focuses on Transforming Primary Healthcare Delivery Systems partnered for designing an technology tool for real-time dashboard based on OKR

Coaching: My IDP



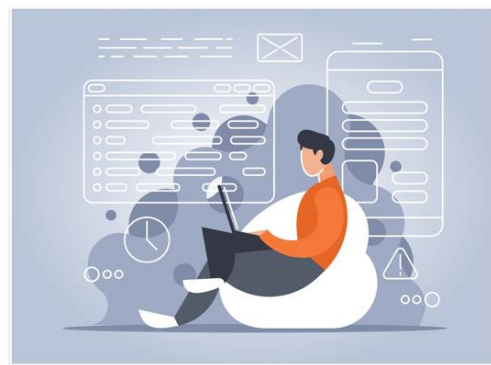
One of the world's largest Packaging company partnered for coaching their employees

Technology : OKR Dashboard



An international energy and water company operating in 11 countries partnered for designing an technology tool for real-time dashboard based on OKR

Learning : Coaching



World's leading analytics company partnered for coaching its future leaders in the HR domain

The above are a select few clients, for more about them or other clients, reach us,

muchmore

helpdesk@hrmagicbox.in



member firm
thestrategist &
decoding the people science

