



## Retaining your leading talent requires seeing into the future!

### The Business Imperative

Reducing voluntary turnover, especially in pivotal employee roles brings significant – and positive – economic impact, as does keeping current employees happy and engaged in their work. Predictive Attrition Risk Modeling and retention strategies derived thereof, help businesses achieve these goals and more.

- 77% of employees who resign reveal in exit surveys that their employer could have retained them<sup>1</sup>
- US employers accrue **\$600 billion** in turnover costs annually<sup>1</sup>
- Turnover costs can be equivalent to **15-40%** of company earnings<sup>2</sup>

### Retention and Employee Flight Risk Analytics

With the right data, Predictive Attrition Risk Modeling can help organizations predict factors behind employee attrition behavior and potentially identify who is likely to leave in the next 6, 9, 12 months, helping businesses improve developmental / staffing practices and manage overall headcount more effectively.

### The Workforce of the Future increases the cost of turnover:

The marketplace for leading talent is increasingly competitive, requiring companies to rethink their value proposition for the workforce of the future, accessing new skills and retaining the best talent. Employee Flight Risk analytics can help you:

- Identify individuals that are at risk of turning over
- Understand critical drivers of employee turnover
- Design custom, data-driven interventions to help decrease turnover
- Retain leading talent and better understand your employee value proposition

### The PwC Experience



Specialists in working with HRIS data



Experienced specialists in advanced analytics and compensation



Suite of analytics for analyzing and visualizing complex data



Saratoga benchmarking, HR and D&I metrics



Breadth of skills to address complex regulatory and legal environments globally

Sources:  
 1. Work Institute, "2018 Retention Report: Truth and Trends in Turnover"  
 2. PwC, "Driving the Bottom Line: Improving Retention"



## PwC can help

### Employee Flight Risk Analytics in context:

Our goal is to help you identify and address the possible risks of employee turnover, especially in critical roles and high potential talent pools. We work with you to understand your talent strategy and develop hypotheses of what drives employee turnover. We deliver 1) turnover risk scorecards for individuals and roles and 2) interventions to effectively help reduce turnover risk.

- Turnover Risk Scorecards: documenting risks, potential costs, and talent impacts to easily communicate findings to stakeholders
- Interventions: targeted solutions backed by data insights to help retain key employees or reduce risks for specific business units

### Employee Flight Risk Analytics in action:

We work with you to understand your organization, talent practices and data.

- Automated processing of HRIS, performance, benefits, and operations data, plus standard structured job groupings
- Predictive analytics algorithms assess the relative impact of hundreds of factors to test retention strategy hypotheses
- Talent metrics benchmarks, calculated from the data file using the Saratoga© methodology, provide comparisons to industry competitors
- Employee Flight Risk Tool provides real-time monitoring of employee turnover and other metrics

Allow leaders to understand employee turnover and deliver increased retention of the most talented employees.

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