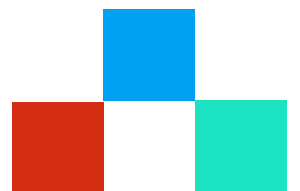




Data-Driven Talent Retention and Organization Network Analysis (ONA)

Facthum Group and **Cognitive Talent Solutions** have signed a partnership agreement to create value through People Analytics solutions focused on data-driven talent retention and organization network analysis.



People Analytics for Data-Driven Talent Retention

Companies have a clear business case to know which employees have high turnover risk and mitigate this risk in a proactive manner.

Employee Turnover According to ADP Research Institute:

5%

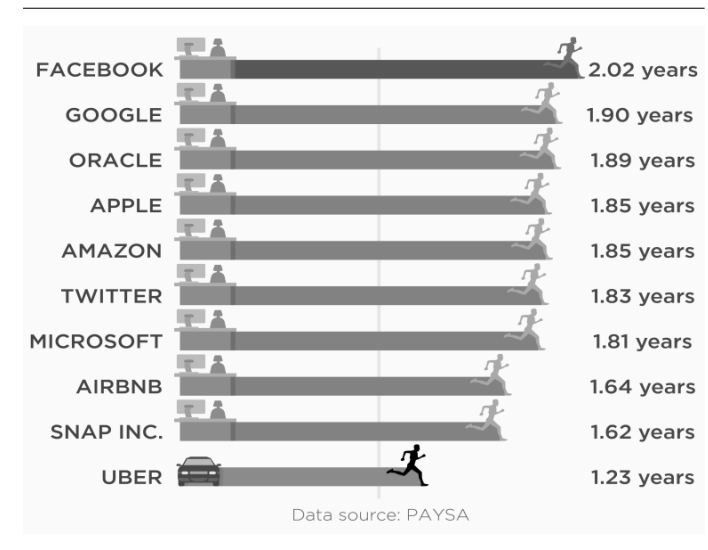
of employees leave
their job every
month

60%

of employee
turnover is
voluntary

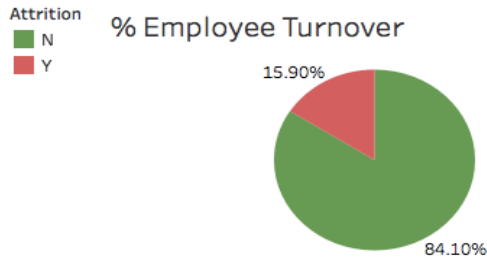
Cost of each
turnover:
30 - 200%
of annual employee
salary

Average employee tenure



(TOP 10 Tech Companies)





Attrition	Count
Null	
N	1,233
Y	237

Employee Turnover Cost Estimation (\$)
4,084,348

Department

- (All)
- Null
- Human Resources
- Research & Develop...
- Sales

First Line Manager

- (All)
- Null
- Adalyn Beard
- Albert, Attila
- Amiah Quinn
- Angella Tristan
- Arlinda Worrell
- Audrey Washington
- Bambi Wooten
- Boris Kerby
- Boszorád, Staniav
- Cammy Dorsch
- Carey Simmon
- Carmelia Patrick
- Cialdella, Daniele
- Clarence Buffaloe
- De Winter, Davy
- Delsie Surber
- Derzsi, Marek
- Dimitrov, Hristo Mitkov
- Dione Gorka
- Donny Knebel
- Duka, Eduart
- Eartha Gerke
- Erdélyi, Ervin
- Eric Powell
- Ernesto, Juliano
- Farenzena, Peter
- Frank Gomez
- Ghiglietti, Nadia
- Gregory Cranfield
- Hasan, Eray Sali
- Heaven Horn
- Hortensia Joynes

Third Line Manager

- (All)
- Null
-
- Amara McCarty
- Lévárdy, Frantisek
- Lyric Atkins
- Nico Dominguez

Second Line Manager

- (All)
- Null
-
- Aditya Lyons
- Burt, Paul Kenton
- Chloe Molina
- Ingrid Herrera
- Jaber, Shaefer
- Leah Miller
- Jasper Ellis
- Lauren Lopez
- Leland Boone
- Miriam Odonnell
- Mordehaev, Hezy
- Nielsen, Katarína
- Saul Fuentes
- Trevon Weiss

% Employee Turnover by First Line Manager



Employee turnover cost estimation

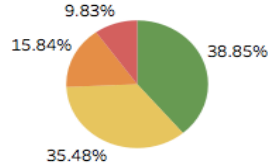
Smart prioritization of employee turnover results

Employee turnover monitoring at team level

Risk categories



% of EE by Risk Category

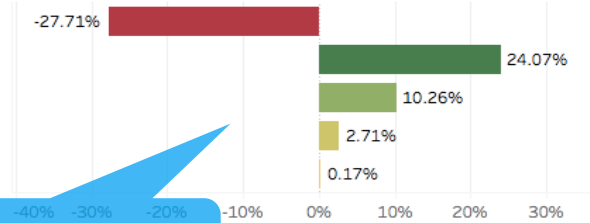


Risk factor identification

Risk Factors

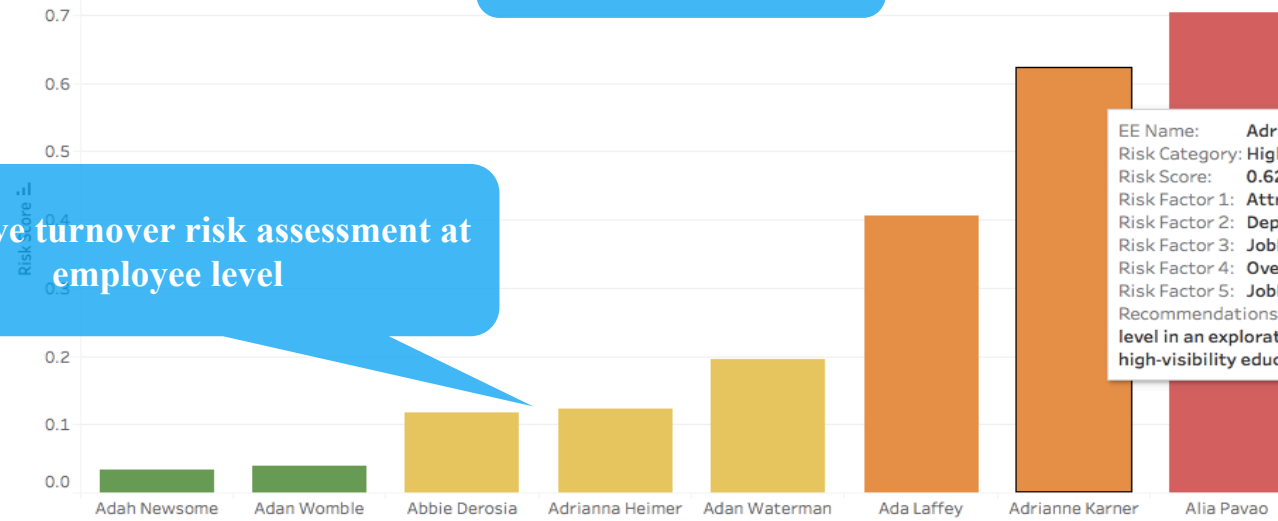
- NumCompaniesWorked = 1
- JobRole = 8
- JobRole = 7
- OverTime = Yes
- StockOptionLevel = 1

Risk Factor Weight



Risk factor analysis

Employees by Risk Category



Predictive turnover risk assessment at employee level

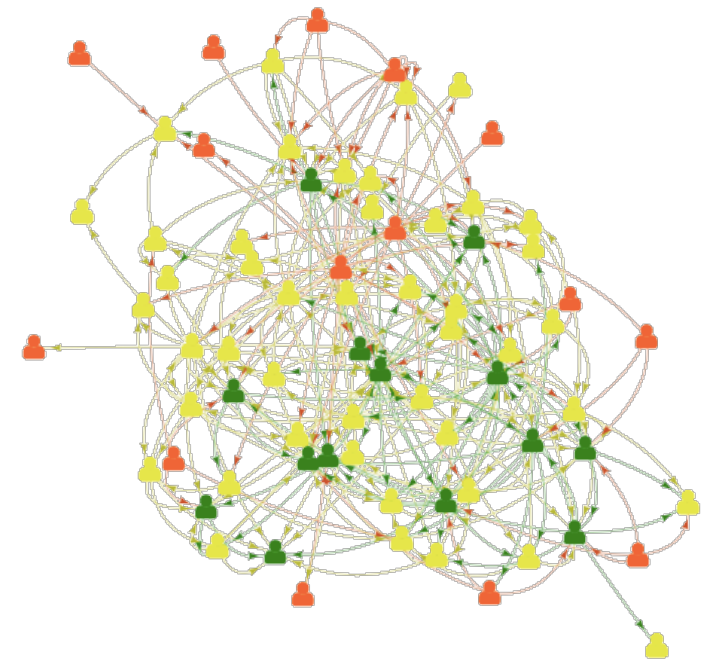
EE Name: **Adrienne Karner**
 Risk Category: **High**
 Risk Score: **0.6212**
 Risk Factor 1: **Attrition = N** Weight: **-0.3332**
 Risk Factor 2: **Department = Sales** Weight: **0.1902**
 Risk Factor 3: **JobRole = 5** Weight: **0.1200**
 Risk Factor 4: **OverTime = No** Weight: **0.0619**
 Risk Factor 5: **JobLevel = 2** Weight: **-0.00205**
 Recommendations: **This employee has high turnover risk. Evaluate current engagement level in an exploratory discussion, and consider short-term actions such as involvement in high-visibility education/projects based on areas of interest.**

Customized recommendations on employee turnover risk mitigation

Organization Network Analysis (ONA)

Organization Network Analysis (ONA) is a technique that creates statistical models and graphs of people, tasks, knowledge and resources in organizational systems, making visible the interaction between strategic groups.

In practice, ONA acts as "X-Ray" technology that allows us to know the inner workings of an organization with an unprecedented level of detail.



Organization Network Analysis (ONA)

Implementation phases

DEFINITION

- Exploratory interviews
- Definition of objectives

MEASUREMENT

- Data gathering
- Descriptive and predictive assessment

ANALYSIS

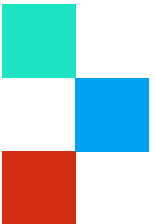
- Visualization of results
- Executive summary

IMPROVEMENT

- Access management
- Implementation of actions

CONTROL

- Documentation of results
- Identification of opportunities for replication





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