CORIENT
Customer Oriented Company

Reducing Employee Attrition with Power BI Solutions

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Introduction

Employee attrition poses significant challenges for modern organizations, impacting productivity and increasing costs. A client company struggling with high attrition rates sought to implement a control mechanism to minimize turnover across all departments. Their goal was to gain actionable insights into the factors driving attrition and develop strategies to address them effectively. Corient provided a customized Power BI solution to achieve these objectives.

The Problem?

- The client faced high attrition rates across various departments, impacting overall organizational performance.
- They lacked the ability to track attrition trends and identify high-risk areas within the workforce.
- Understanding the role of individual factors such as Personality Index (PI) and Cognitive Intelligence (CI) in attrition was critical but underutilized.

Corient Solution

- Conducted an in-depth analysis of employee data to understand factors influencing attrition.

> **The best accountants are the architects of financial legacies.**
> – Laura Anderson

- Suggested a Power BI report to track and analyze attrition trends at the departmental and role levels.
- Integrated PI and CI metrics to identify high-risk areas and determine optimal thresholds for improved retention strategies.

Challenges Faced

- Consolidating and modeling data from multiple, disparate sources.
- Understanding the significance of PI and CI metrics and their correlation with attrition.
- Aligning with stakeholders to establish standardized definitions and use cases for data metrics.

Overcoming the Challenges

- Leveraged Corient's experienced Power BI team to design a robust data model that consolidated all necessary information.
- Conducted regular stakeholder meetings to decode the relevance of PI and CI metrics and their application to different departments.
- Applied best practices in data visualization and modeling to ensure the Power BI report was user-friendly and actionable.

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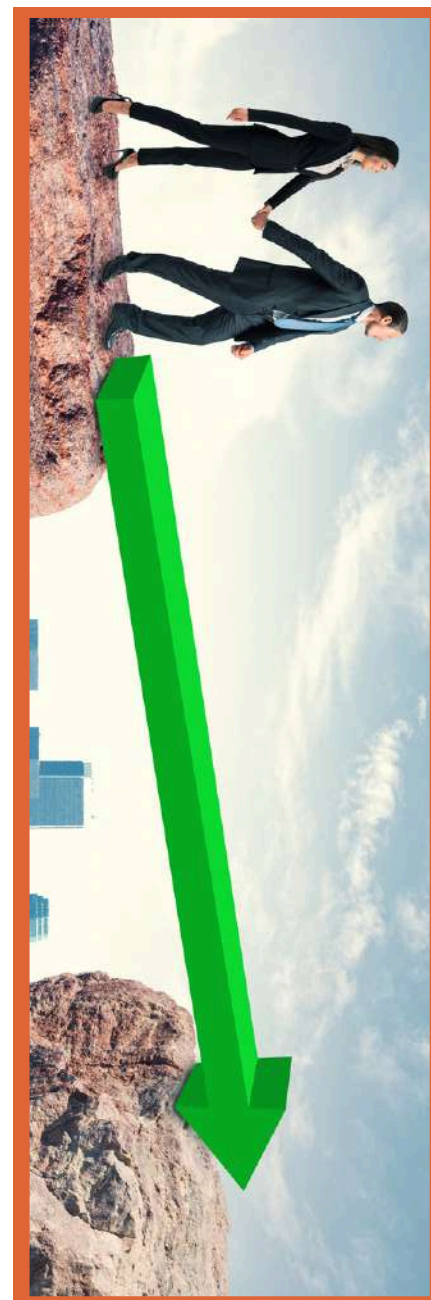
Behind every good business is a great accountant.

– Anonymous

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Result Achieved

- Delivered a Power BI report that tracked attrition rates across departments and roles.
- Identified high-risk areas using PI and CI metrics, enabling focused interventions.
- Developed a hiring matrix based on PI and CI ranges, improving the client's hiring and retention strategies.

Conclusion

Corient's Power BI solution empowered the client to address high attrition rates effectively by providing actionable insights and data-driven strategies. The report enabled the client to identify high-risk areas, implement targeted interventions, and optimize their hiring and retention processes. Over time, these efforts led to a measurable reduction in attrition rates, ensuring sustained workforce stability and improved organizational performance.

> **The road to success and the road to failure are almost exactly the same.**
> **– Colin R. Davis**