

Evaluation of the HR employee supporting analysis

By categorizing employees into different zones based on their predicted turnover probability, we can implement more targeted and effective retention strategies:

1. Safe Zone (Green) - Predicted Turnover Probability < 20%:

- **Description:** These employees are highly likely to stay. They generally have high satisfaction, good performance, and feel engaged.
- **Strategy:** Maintain engagement and reinforce positive aspects. Focus on regular check-ins, recognizing achievements, providing opportunities for growth (even if they're already satisfied), and ensuring they remain advocates for the company culture. These employees can also serve as mentors for newer staff.
- **Actions:** Continue with standard HR practices, leadership development programs, and opportunities for internal mobility.

2. Low-Risk Zone (Yellow) - Predicted Turnover Probability 20% - 60%:

- **Description:** These employees have some indicators that *could* lead to turnover but are not immediately at high risk. They might be passively looking or could be swayed by minor external factors.
- **Strategy:** Proactive engagement and identification of potential friction points. Implement early intervention strategies to address any emerging concerns before they escalate. Focus on career development and ensuring a clear path forward.
- **Actions:** Conduct "stay interviews" to understand what keeps them engaged, offer mentorship, provide skill development opportunities, clarify career progression paths, and regularly review compensation and benefits to ensure competitiveness.

3. Medium-Risk Zone (Orange) - Predicted Turnover Probability 60% - 80%:

- **Description:** Employees in this zone show significant indicators of potential turnover. They are likely actively disengaged or exploring other options. Urgent and direct intervention is required.
- **Strategy:** Aggressive retention efforts focused on understanding their specific grievances and offering tailored solutions. This group might include those performing well but with low satisfaction (Cluster 0) or those feeling stagnant.
- **Actions:** Direct manager intervention, personalized career coaching, review of workload and responsibilities, potential reassignment to new projects, addressing specific concerns about work environment or management, and consideration of salary adjustments or promotion opportunities where appropriate. Emphasize their value to the company.

4. High-Risk Zone (Red) - Predicted Turnover Probability > 80%:

- **Description:** These employees are highly likely to leave, and some may have already made up their minds. This group often includes those with very low satisfaction and/or poor performance (Cluster 2).
- **Strategy:** While retention efforts can still be made, it might also be pragmatic to focus on knowledge transfer and smooth transitions if departure is inevitable. For those who are still undecided, a last-ditch effort might involve significant changes (e.g., new role, significant pay raise, extensive support).
- **Actions:** Immediate and direct conversation with HR and management to understand their intentions. Offer substantial incentives or changes if appropriate and feasible. If departure is certain, focus on minimizing disruption, ensuring a positive exit experience, and conducting thorough exit interviews to gather critical feedback for future prevention.