



Comtrade Data Science HR Pack



Employee attrition is the percentage of workers who willingly leave their employer; when this rate is high, it leads to increased costs of recruitment, hiring, onboarding and training. However, increased costs are only one side of the story - the other one is usually struggle to find an adequate replacement on the market, as well as professionals with the required knowledge and experience.

As a response to these challenges, our team has developed **Comtrade Data Science HR Pack**.

What is Comtrade Data Science HR Pack?

Comtrade Data Science HR Pack is a **machine learning model that predicts employees most likely to leave** in the next six months; it is developed to help you better understand the employee structure, their careers, as well as to reduce company attrition rate.

What does the process look like?

Through the model development, our team discovers the causal relationship between certain events and employees' characteristics and their decision to leave the company in the past. After that, we train the model using the historic data, and create a system to predict likely future leavings.

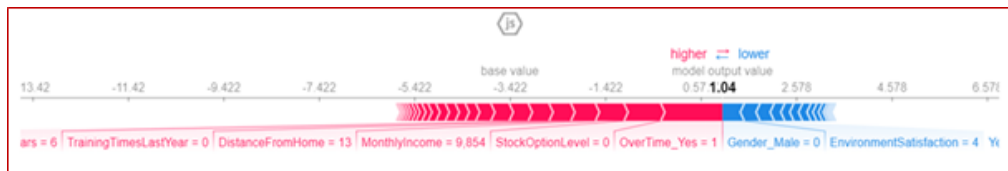
The model is then personalized to companies implementing it, as well as updated with the latest accessible data automatically on a weekly level. The insights generated by the model are shown in a form of a dashboard for end users: HR teams and departments.

End user dashboard

The user dashboard is created and designed in line with client's needs. This way, you can track data by departments and categories, as well as receive a risk analysis for each employee individually.



An example of an employee risk assessment :



In this example, the model has calculated a high risk of leaving the employer. The reasons affecting the high probability, in this case, are:

- Lack of trainings and seminars
- Commuting distance
- Salary and employee overtime
- No stock ownership

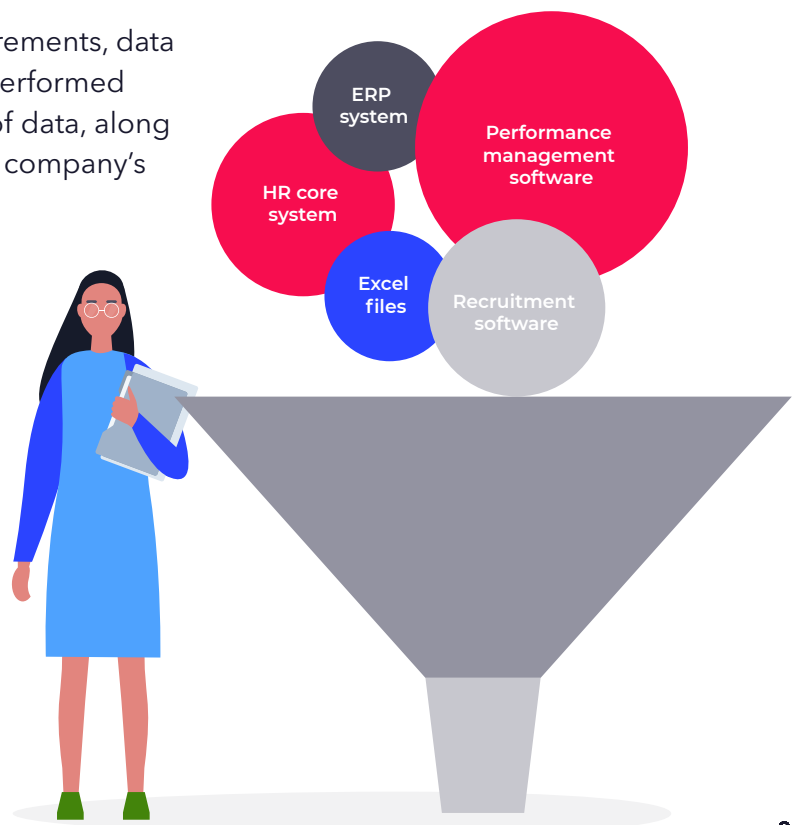
In line with GDPR requirements, data masking procedure is performed before the processing of data, along with the adjustments to company's internal procedures.

Which data does the model analyze?

This model is developed to give you an insight into the probability of any employee leaving the company, based on all data you have. We integrate this data and verify its quality; the dataset, among other things, consists of following information:

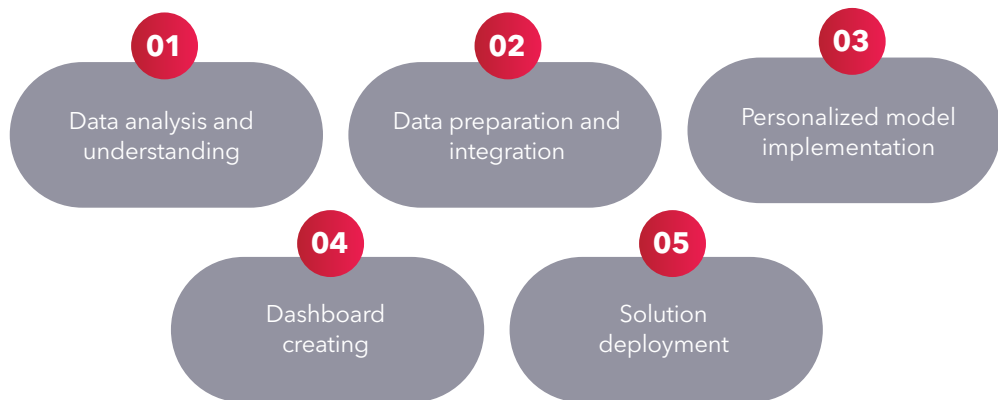
Demographics	Education level	Previous jobs and positions
Date of employment	Salary and salary growth information	Previous business engagements and career track
Business travels and trainings data	Information on superiors and assistants	Previous performance evaluation

In line with GDPR requirements, data masking procedure is performed before the processing of data, along with the adjustments to company's internal procedures.



What does the implementation look like?

The implementation process consists of:



Available data specification and analysis, as well as data integration plan, is done within the first phase. Integration can be done by our team, or it can include the company's own IT department.