CTI
Your Data is Our Passion

CLIENT RESULTS

The CTI solution provided a comprehensive workforce dashboard providing a color gradient of retention risk and impact drillable all the way down to individual employees and their direct manager. This "concept" product was so impressive it was presented to the CEO as a critical resource by the global head of HR.

Case Study: Workforce Predictive Analytics

Client: A Global Professional Services Company

SUMMARY

For many businesses, human capital is ranked as their most important asset. When a strong employee leaves, it impacts products or operations or sales or customers and better retention of such talent has a direct and immediate effect on the bottom line. This global firm commissioned Corporate Technologies (CTI) to create a BI solution that applies predictive algorithms to identify valued employees at high risk of voluntarily leaving the company, and allows the manager to test different retention strategies to reduce the risk and adopt pro-active measures and contingencies.

Industry	Professional Services
Client	Global Professional Services firm
Problem	Voluntary employee terminations of critical staff is highly disruptive impacting client performance, revenue, recruitment costs and training costs. In a large organization, providing tools that improve retention even by a few percent has significant ROI. This senior manager within the HRIS function needed a solution to leverage the extensive HR data to draw attention to critical areas of retention planning such as: • Who is at risk of leaving? • Who should be a target for retention? • Which skills are at risk? • Where does recruitment need to be focused?
Solution	CTI developed a predictive data mining solution driven from "raw" HR data from PeopleSoft which includes employee transactions, employee performance, and employee surveys (from PeopleSoft). The predictive rules were refined to identify employees who have a high risk of voluntarily leaving the company. Finally the predictive model was integrated into Oracle HR analytics for easy consumption by all manager and HR leaders.
Benefits	Managers, now equipped with dashboards and reports that identify staffing mixes along with revenue impacts, can identify high risk, high performing staff. • This identification allows the firm to proactively address employee needs and desires before they voluntarily leave the company. • By tracking and trending voluntary turnover metrics, the firm can now attribute the revenue protected and cost reductions driven by the solution.

Technologies	Oracle Data Mining
	Oracle BI HR Analytics
	Oracle Endeca
	Oracle Database 12c
	Oracle PeopleSoft

ABOUT CORPORATE TECHNOLOGIES

CTI provides high value services to clients. Through the effective application of technologies like Business Intelligence, Data Integration and Management, Enterprise and Cloud Computing, we help clients implement the right IT solutions to empower business innovation and dynamic scalability. From leveraging business intelligence to rethinking the efficiency of the data center, we are your strategic partner for everything from data management to information delivery.

Today's IT solutions have to be highly integrated to solve the complex business challenges that organizations face. Your business cannot afford to work with multiple consulting organizations specializing in "silos of experience." Corporate Technologies' engineering team understands how the implementation of any new technology must support both the business and infrastructure requirements.

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