

Turning the Tide:

How SuccessFactors PPTC can help you combat employee attrition

White paper



Introduction

Did you know that a company experiences an average turnover of 18% in its workforce every year? This is because new companies and opportunities emerge every day in today's dynamic job market. As a result, employees tend to switch jobs with little hesitation if their current job no longer meets their needs.

Lack of career growth and recognition are some of the top reasons for employee attrition. While it is important for HRs and Managers to clearly identify the strengths and plan for their growth, it becomes challenging for managers as they have to manage larger group of employees.

While companies define stringent processes to ensure all these are addressed, it is not as easy and straight forward as said. This is because managers have to deal with huge volumes of employee specific data that resides across multiple systems and using it as part of defined processes is tedious and time taking.

This whitepaper talks about typical challenges employees go through, reasons which lead them to seek opportunities elsewhere, why managers are struggling to manage those and how they can be addressed using digitalization.



Why Employees Leave?

Several reports suggest that **38%** of employees who feel there are limited opportunities for growth and development within the organization may seek opportunities elsewhere.

Also, employees who don't feel valued or recognized for their contribution may become disengaged and seek employment elsewhere.

Here are some of the most common reasons for attrition:



Under utilization



Lack of career growth and development



Poor Management



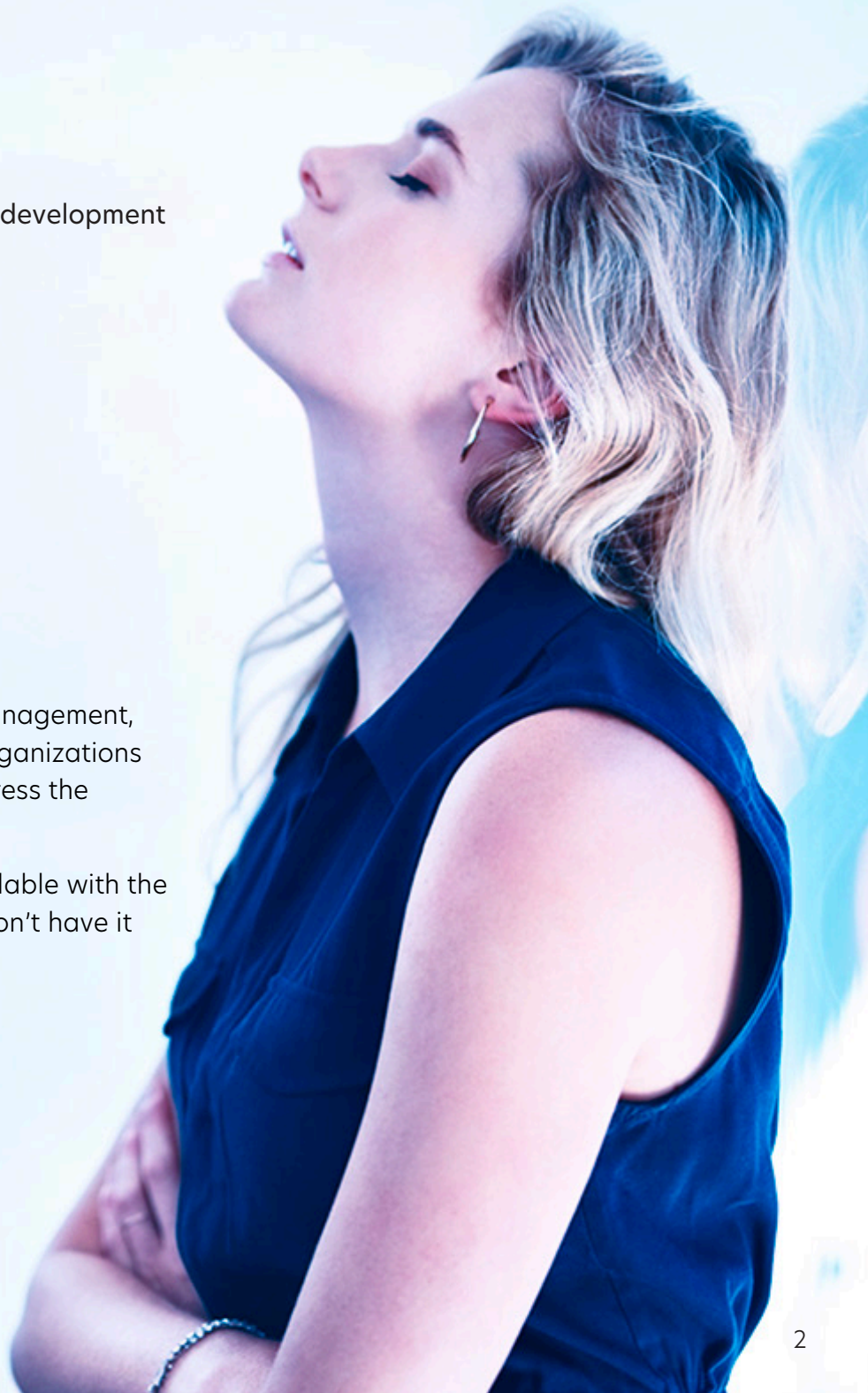
Lack of recognition



Work life balances

While reasons are known to the management, studies reveal that many a times organizations fail to proactively identify and address the challenges.

While employee information is available with the organization, HRs and managers don't have it handy in a required format.



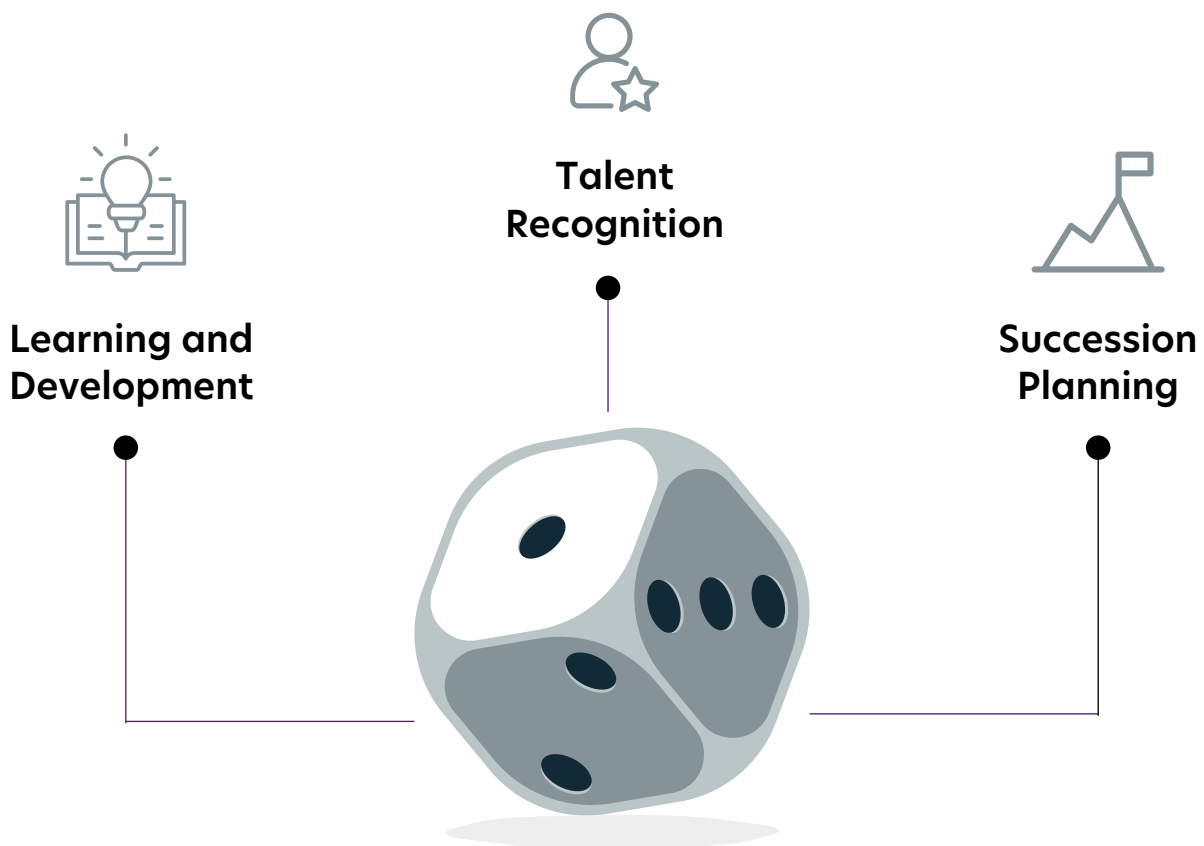
How Organizations Can Leverage Digitization to Reduce Employee Attrition Rate?

Employees are more likely to stay with a company that invests in their development and offers opportunities for growth and advancement. Employees who feel that their employer is investing in their development growth are likely to be more satisfied with their jobs. Offering learning and development opportunities by fostering a culture of innovation by encouraging employees to think creatively which helps organizations retain talented employees

Companies need to ensure that there is a plan in place to fill critical roles in the organization in the event of unexpected departures, retirement or other changes. Organizations have to find a way to identify potential employees and develop strategies to retain and develop them.

SuccessFactors - Pixel Perfect Talent Card(PPTC) can be ideal for the organizations which can help address all the possibilities discussed above. PPTCs are a feature that allows organizations to create custom-designed talent cards for employees and candidates.

These talent cards can be used in a variety of ways, including:



PPTCs can retrieve data based on user information such as name, hire date, location, email address, department, and so on. It also retrieves information from the background portlet, such as previous employment, languages known, internal work experience, education, etc. This report is easily accessible from the employee profile, and the data is always up to date. It also offers bulk export of talent cards, which eliminates the business's job of checking for each and every employee's data by visiting to their profile and looking for each section. It is essentially the employee's synchronized resume, which is updated each time the group exports the talent card.





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Work Experience within Company

Department	Designation	Start Date	End date
HR	Manager	04/12/2020	24/12/2020
IT	Manager	01/12/2019	11/12/2020

Certification/Licence

Certification/Licence	Description	Institution	Effective Date	Expiry Date
SAP Certified Application Associate	SAP SuccessFactors Recruiting Management (Core Configuration and Applicant Tracking System)	SAP	09/05/2019	31/12/2019
SAP Certified Application Associate	SAP SuccessFactors Performance and Goal Management	SAP	08/05/2019	31/12/2019
SAP Certified Application Associate	SAP SuccessFactors Employee Central	SAP	12/05/2018	31/08/2018

Previous Employment

Company Name	Nature of Employment	Reason For Leaving	Start Date	End Date	Salary at the time of leaving	Last Title
Agco Corporation	Permanent	Compensation	01/08/2020	01/07/2022	5000000	Lead

Education

University/Institute Name	Category	Percentage	Completion date
St Francis College of Engineering and Management	Associates	99	31/08/2022
St Anthony High School	Associates	90	29/07/2022



Languages

Languages Known	Speaking Proficiency	Reading Proficiency	Writing Proficiency
Hindi	Intermediate	Intermediate	Intermediate
English	Intermediate	Intermediate	Intermediate

Benefits of SuccessFactors PPTC



Personalization

Allows managers to understand strengths and weaknesses of individual employee to personalize the feedback



Goal setting

By including goals in talent card, managers can help employees develop a career path



Performance management

Helps managers to identify where employee is excelling or struggling and provide coaching accordingly



Talent development

Identify potential areas for employee development

Conclusion

Employees are more likely to stay with a company that invests in their development and offers opportunities for growth and advancement. As this is not handled effectively, there is lot of attrition in the market today. Companies should explore the possibilities of addressing these issues when they embark on digital transformation as the modern systems are capable to resolve several problems that businesses are facing. SuccessFactors PPTCs are one such thing where all the employee details like skills, experience, achievements etc. are presented up to date for each employee which can help managers to better understand and support their employees career goals.

If you need expert help to leverage SuccessFactors PPTC to combat employee attrition, you can trust Quinnox as your expert partner. We can help your organization implement and optimize SuccessFactors PPTC to create a culture of recognition, engagement, and career development that attracts and retains top talent. By leveraging data analytics and customizing the implementation of SuccessFactors PPTC to your specific organizational needs; our digital solutions can provide actionable insights and enable proactive measures to address the root causes of attrition.

Reach us to get started today!

About Quinnox

Quinnox is your agile, business-results-driven digital technology partner. With the power of human and applied intelligence, we simplify business processes, improve customer experiences, and create exceptional business value for forward-thinking enterprises. With the combination of cognitive vsolutions, conversational platforms, SaaS solutions, human and applied intelligence, we capitalize on new technologies to accelerate growth, innovation, efficiency, and resilience. Our data-driven digital solutions unlock the hidden potential of your business across your digital value chain, helping to accelerate success, today and tomorrow.

Visit us at www.quinnox.com | marketing@quinnox.com

