



# 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 

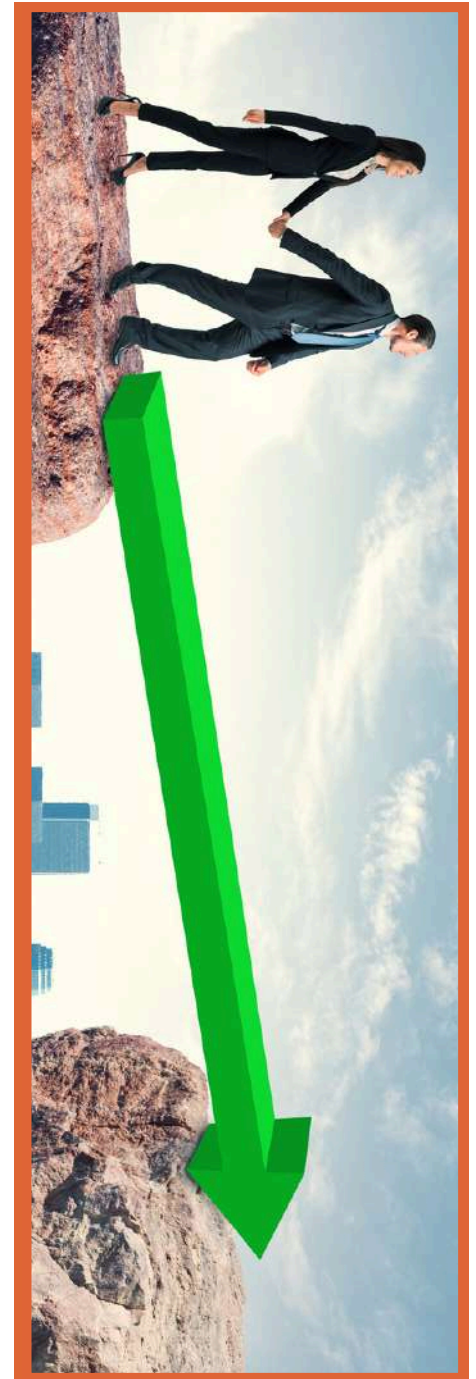
- Suggested a Power BI report to track and analyze attrition trends at the departmental and role levels.
- Integrated PI and CI metrics to identify high-risk areas and determine optimal thresholds for improved retention strategies.

## 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.



**Behind every good  
business is a great  
accountant.**

**– Anonymous**

## 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

