



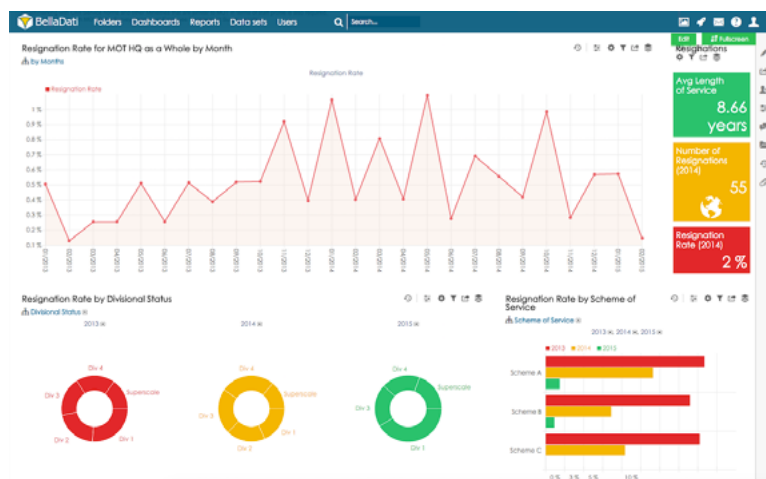
The Challenge

Businesses across all industries face the challenge of getting the right people on board and retaining them, recognising top performers from weak links and decreasing human error. At the same time, most of the HR activities and decisions are greatly reliant on human experience and judgement rather than data, and are difficult to automate.

Belladati Machine Learning Solution

We apply machine learning technologies to the data you already have in your HR systems (like employee profiles, internal logs, activity trackers, training records, attendance patterns, performance reviews, etc.) to develop a set of advanced analytic solutions for improving personnel management. Such solutions are highly relevant for companies operating a vast branch network with large numbers of front-line personnel, like retail stores, banks, or fast food restaurants, as well as companies with a large number of highly trained and qualified employees, such as those in engineering or information technologies.

- Makes it possible to score the best candidates in a mass recruitment effort
- Supports performance and safety reviews by detecting unusual employee behaviour and identifying best and worst performers
- Identifies employees who are most at risk for leaving, for targeted retention efforts
- Delivers measurable ROI by reducing human error, streamlining review processes, and decreasing recruitment costs



BellaDati Machine Learning Use Case

Advanced HR Analytics

BellaDati Machine Learning Predicts Potential Employee Resignations

Given that companies owe a huge part of their success to their employees, unwanted resignations can wreak havoc on the efficiency of business processes. With machine learning, it's possible to determine who is likely to leave in advance in order to initiate retention efforts and save on expensive hiring costs.

When it comes to highly-qualified staff, it is important to find out who might leave and when, because it's often more cost-effective to invest in retention efforts than to hire a new employee. Unencumbered by human bias, our machine learning model was able to accurately predict employee resignations in a big engineering company. Based on more than 10 million employee records and taking into account even the most seemingly insignificant factors, the system pinpointed the top 50 employees with the highest risk of leaving. The company can then use this information to stay one step ahead and have a chance to act.

In this case study, you will find out more about how employee turnover was predicted for a large engineering enterprise, what the outcomes of the project were and how a similar solution could benefit your business.

This solution is highly relevant to:

- Banking & Finance
- Gaming
- Insurance
- Retail
- Telecommunications

Related Demo:

2015 Human Resources

Demo BellaApps are available at:

<http://support.belladati.com/display/partners/Demo+BellaApps>

BellaDati is Agile BI, Pure Web Application, Complete BI Solution for Manufacturing



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Ask for more use cases...

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