

14.11.2019

**Workforce intelligence for bottom line impact**

Personnel Managers Club

Hans Donckers

JIGSO

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**Exciting times to be in HR!**

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- Gig economy
- Purpose driven orgs
- Burn-out & well-being
- Employee experience
- Talent mobility
- Reskilling & upskilling
- Digital transformation
- ...

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**MORE THEN EVER  
BUSINESS IS ABOUT PEOPLE**

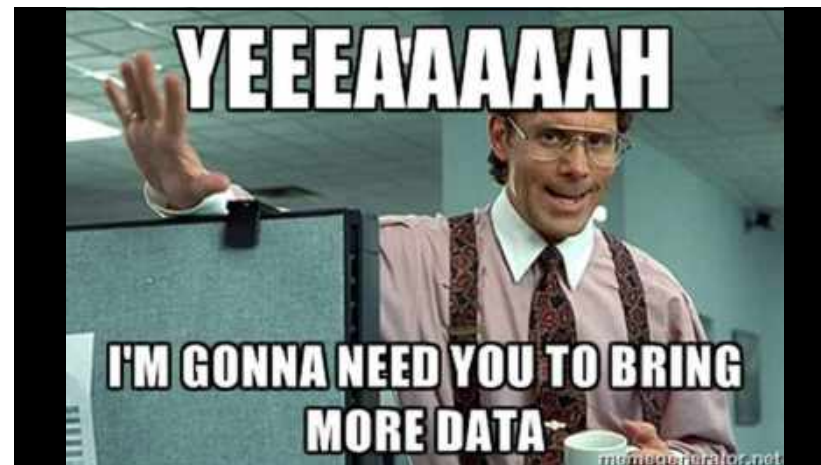
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**HR TO THE RESCUE**

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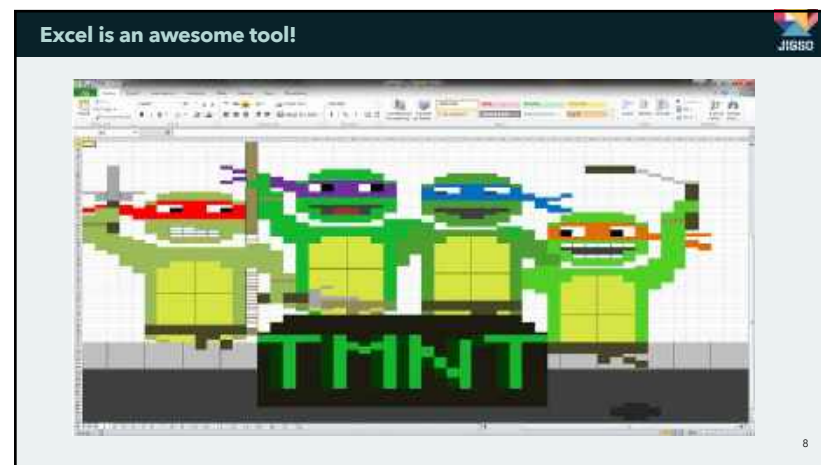
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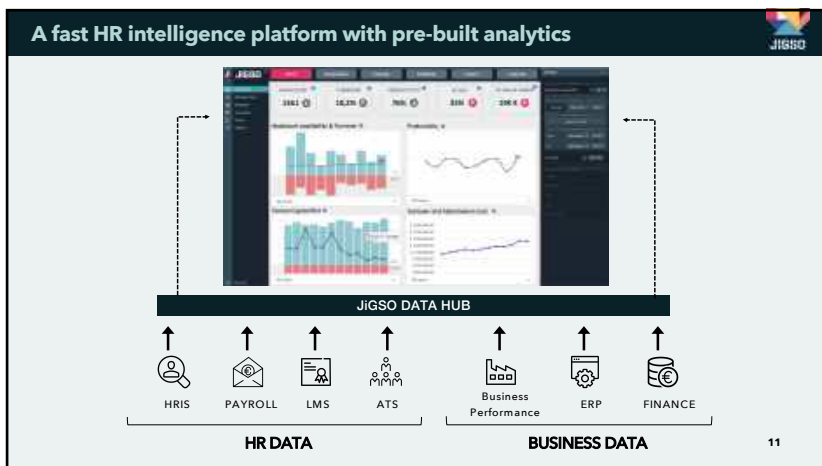
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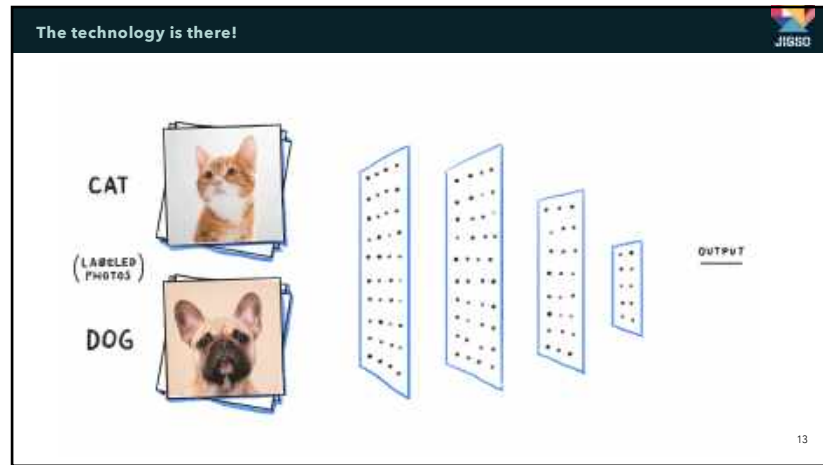
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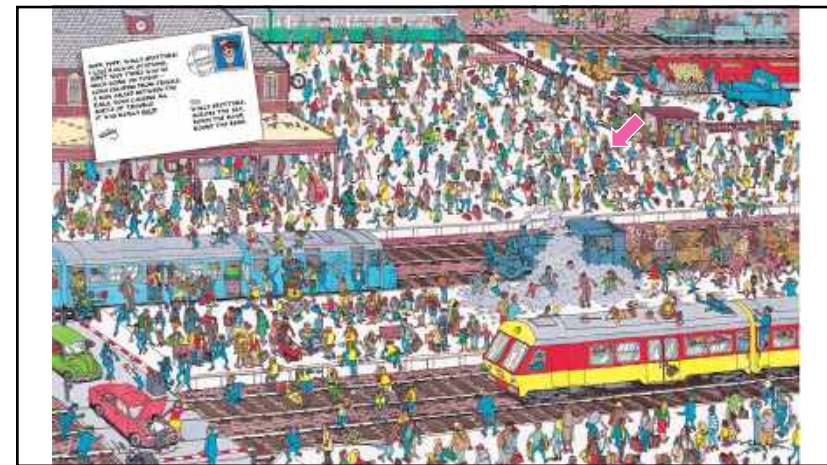
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Use Case: Employee turnover

**Customer Case:**  
Railway company:  
high turnover amongst train drivers

**Business case:**  
Estimated cost per replacement:  
€ 200K + top line loss

**JIGSO solution**

- ✓ Predict who will leave in 3 months
- ✓ Individualized advice on retention actions

		PREDICTION	
		Stayer	Leaver
REALITY	Stayer	490 'True Negative'	7 'False Positive'
	Leaver	5 'False Negative'	22 'True Positive'

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Use Case: Absenteeism Early Warning

**Customer Case:**  
Domestic cleaning services  
2000+ headcount, high absenteeism

**Business case:**  
Extreme pressure on bottom line  
15% productivity loss

**JIGSO solution**

- ✓ Determine risk profiles to tailor well-being strategy
- ✓ Predict absenteeism

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**SO WHAT IS YOUR NEXT STEP?  
READY TO TAKE A LEAP?**

**Let me know and let's talk!**

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