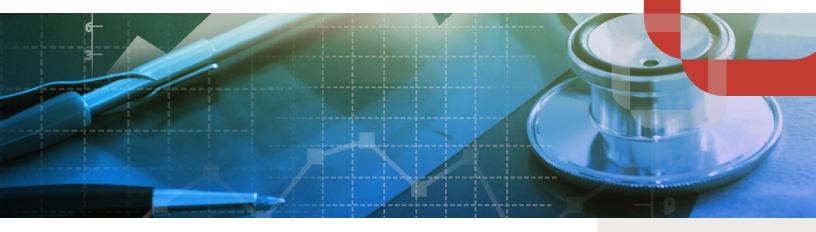# HR Statistical Modeling in Healthcare

CHALLENGE

The HR group of a large healthcare network, more than 13,000 employees, was experiencing elevated levels of turnover for registered nurses as compared to national benchmarks. Preliminary analysis suggested first-year turnover was especially high. ScottMadden was engaged to compile data from disparate data sets, including the HR information system, employee engagement, and employee relations, to identify the key drivers and their effect on turnover. With the help of ScottMadden, a statistical model of first-year turnover was created based on the available data that highlighted significant factors and their effect on the likelihood of first-year departure.

PROCESS

- Scripted data manipulation to combine the data sets
- Performed exploratory data analysis to identify relationships across potential drivers
- Built statistical models and tested the significance of different drivers once combined
- Developed a set of recommendations based on the model outputs

RESULTS

- Informed HR leaders of the key drivers of first-year turnover based on the available data
- Provided specific and actionable next steps for HR leadership to review specific processes for hypothesized gaps and to further explore the experience of RNs with particular profiles

AT A GLANCE

Developed a statistical turnover model

Revised processes and focus to reduce first-year departures

Provided recommendations to improve RN retention

ScottMadden has guided numerous organizations in deploying statistical turnover models and processes to improve retention. Contact us to learn how we can help your organization.

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