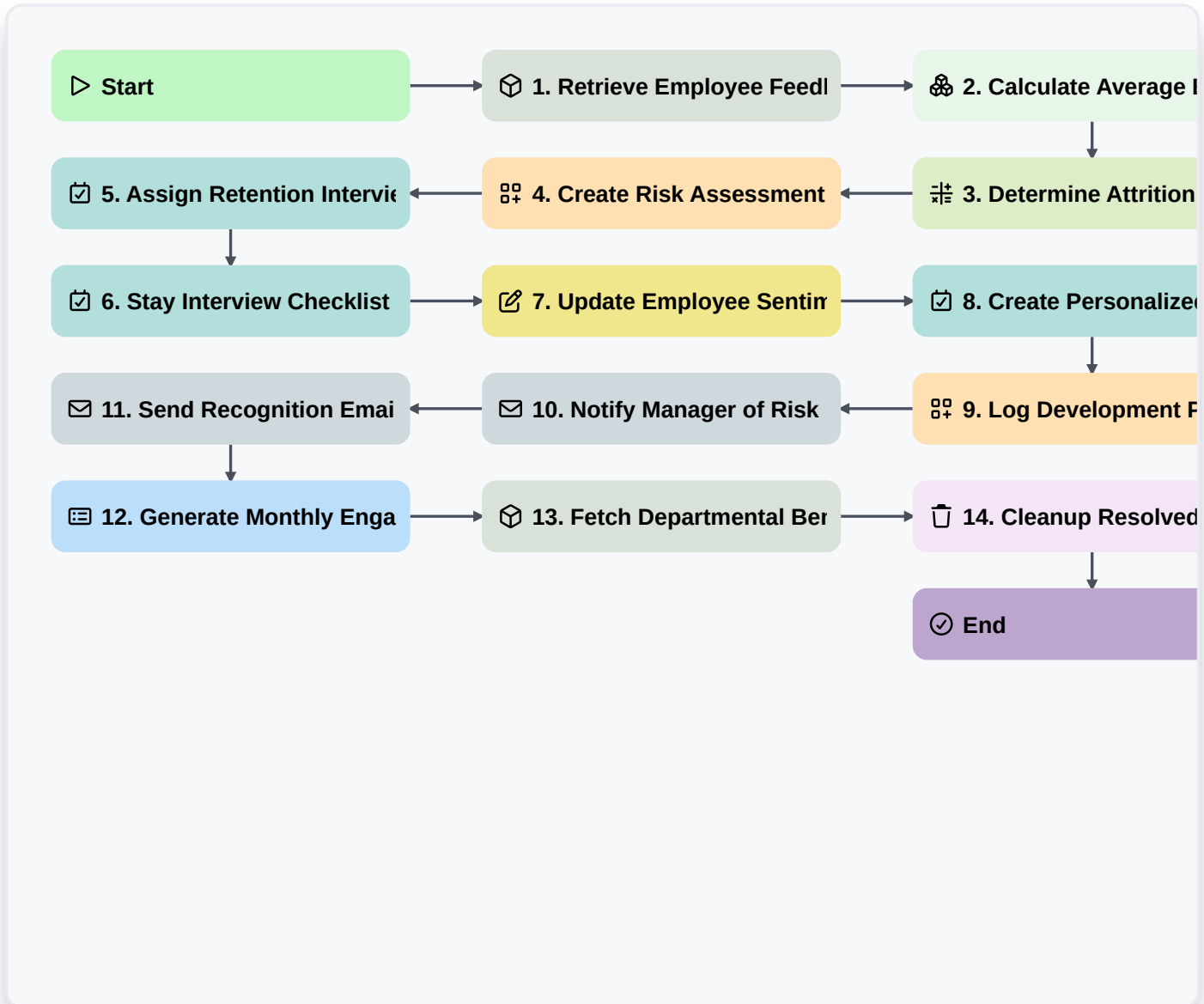


# Employee Engagement And Retention Strategy



## ▷ Start

Start of the Workflow/Process.

## 📦 1. Retrieve Employee Feedback Scores

Fetch all recent engagement survey scores from the Employee Feedback data model.

## 🧮 2. Calculate Average Engagement Score

Calculate the average of the retrieved engagement scores to determine the current sentiment level.

## 📊 3. Determine Attrition Risk Level

Execute a formula comparing average engagement scores against historical attrition thresholds to categorize risk (High, Medium, Low).

## 📝 4. Create Risk Assessment Record

Create a new entry in the 'Retention Risk Log' containing the calculated risk level and date.

## 📅 5. Assign Retention Interview Task

Create a task for the Department Manager to conduct a 1-on-1 stay interview for high-risk employees.

## 📋 6. Stay Interview Checklist

A predefined list of questions and steps to guide the manager during the interview process.



### **7. Update Employee Sentiment Status**

Update the 'Employee Sentiment' field in the Employee Profile data model based on interview outcomes.

### **8. Create Personalized Development Plan Task**

Create a task for HRBP to design a professional growth roadmap for the identified employee.

### **9. Log Development Plan Entry**

Create a new record in the 'Development Plans' data model linked to the employee.

### **10. Notify Manager of Risk**

Send an automated email to the relevant manager alerting them to the high-risk status of an employee.

### **11. Send Recognition Email**

Send a congratulatory email to the employee if the engagement score has improved significantly.

### **12. Generate Monthly Engagement Summary**

Generate a formal report aggregating all engagement trends and retention actions taken during the month.

### **13. Fetch Departmental Benchmarks**

Retrieve historical benchmark data to compare current department performance.

### **14. Cleanup Resolved Risk Alerts**

Delete temporary alert entries from the 'Active Alerts' model once the retention task is marked complete.

### **End**

End of the Workflow/Process.