

1 in 4 employees to switch jobs

26.9%

**India Inc suffers**  
1 in 4 employees sought to change jobs, higher than the global average of 20.6%



**Decreasing Margins**  
150% to 500% of employee's annual salary is lost due to turnover.



**Cause of Attrition**  
48% of the employees cite "Relationship with Supervisor" as the reason to leave the company\*



**RETENTION**

Topic of Board-room, Retaining talent- Top agenda for CEOs/ CHROs



**SDF's Hypothesis**  
Supervisor's competencies drive engagement & return RETENTION



**First of its kind Research**

- Indian context
- Relevant across industries
- Triangulated approach for enhanced validity



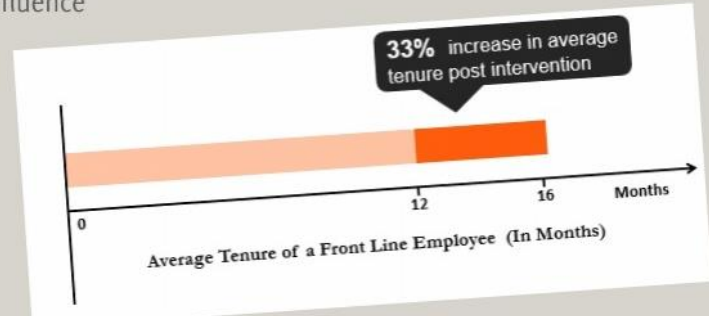
**Create Engaging managers**

Sensitizing Developing & Adopting Managers keeping in view the employee lifecycle & their influence on the same.



**RF4: Our revolutionary tool for retention**

The 4 competencies which drive engagement, and increasing productivity & retention.



\* Employee-Bosses Relationship, ASSOCHAM, 2012