HUMAN RESOURCE MANAGEMENT CASE STUDY

EXTRACT

Insights from your data

GENERATE

Comprehensive reports, fast

ACCELERATE

Critical decision-making

Overview

Industry: Plastics Manufacturer
Use Case: Human Resource Management
Problems:
- Dashboards lacked actionable insight
- Ad-hoc data requests required hours or days of manual gathering
- No ability to predict hiring or attrition trends
- HR analysis reports were labor-intensive and reactive

A Rising Manufacturer

Acme Corp, a leading plastics manufacturer, employs more than 1,400 workers across its factories. A lean team of just 10 HR professionals supports this large workforce.

As the company scaled, Acme continued relying on its legacy Human Resource Information System (HRIS). While functional for basic recordkeeping, the system offered little visibility into workforce patterns or emerging challenges.

One day, the CEO noticed that one factory had a much higher attrition rate than others. However, the HR team lacked the bandwidth and tools to investigate—especially given the risk of spending weeks gathering data without reaching a clear answer.

Simply Extract Insight From HR Data

To move beyond reactive reporting, Acme implemented Gemini Enterprise **(GE)**, connecting it directly to their HRIS and operational databases. Within days, the HR team uncovered a key insight using **GE** :

- Exit interviews revealed frequent overtime complaints.
- Three years of overtime logs confirmed the factory had consistently higher overtime hours than others.

This rapid, data-driven analysis empowered leadership to act immediately, reforming the factory's work environment to improve retention.

Predict Future HR Trends

With the resignation issue addressed, Acme's HR team turned to the future. By analyzing historical data, **GE** enabled them to:

- Forecast departmental hiring needs
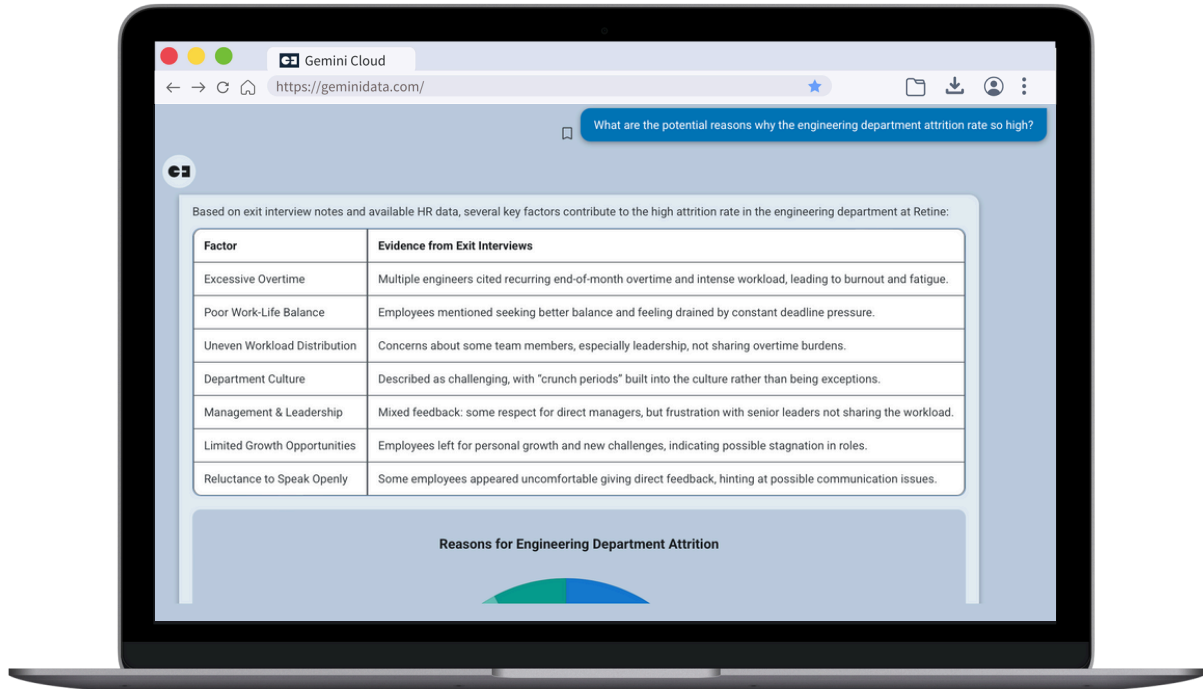- Anticipate attrition trends
- Generate HR analysis reports in minutes instead of days

Now, Acme's HR reports has transformed from time-consuming and reactive to efficient and predictive, giving the company the ability to support its expanding workforce.

Empower your HR team by connecting your data to LLMs to ask critical business questions to make smarter decisions, faster.

INTERACT WITH YOUR DATA

THROUGH SIMPLE CONVERSATIONS

Gemini Cloud

https://geminidata.com/

What are the potential reasons why the engineering department attrition rate so high?

Based on exit interview notes and available HR data, several key factors contribute to the high attrition rate in the engineering department at Retine:

Factor	Evidence from Exit Interviews
Excessive Overtime	Multiple engineers cited recurring end-of-month overtime and intense workload, leading to burnout and fatigue.
Poor Work-Life Balance	Employees mentioned seeking better balance and feeling drained by constant deadline pressure.
Uneven Workload Distribution	Concerns about some team members, especially leadership, not sharing overtime burdens.
Department Culture	Described as challenging, with "crunch periods" built into the culture rather than being exceptions.
Management & Leadership	Mixed feedback: some respect for direct managers, but frustration with senior leaders not sharing the workload.
Limited Growth Opportunities	Employees left for personal growth and new challenges, indicating possible stagnation in roles.
Reluctance to Speak Openly	Some employees appeared uncomfortable giving direct feedback, hinting at possible communication issues.

Reasons for Engineering Department Attrition

Example Use Case

Analyze the profiles of employees who have resigned in the last 3 years. What common characteristics (e.g. tenure, department, overtime hours, manager, education, demographics, etc.) stand out compared to those who stayed?

Sample Questions

"What is the attrition rate of each department?"

"Analyzing the reasons behind past employee exits, will the same trends continue to 2026?"

"Identify the top factors contributing to high attrition in department X and propose practical interventions for each."

Transform your enterprise data into AI-consumable knowledge with Gemini Enterprise

Your Business, Your Data is Now AI-Powered