

Suggestions to Reduce Employee Attrition

Key Insights:

1. Most attrition happens in the Research & Development department.
2. Female employees show higher attrition rates.
3. Employees with lower salary hikes are more likely to leave.
4. JobLevel 1-2 has the highest attrition rates.
5. Single employees are more prone to resign.

Recommendations:

1. Increase internal promotions and salary hike fairness.
2. Provide mentorship and growth programs, especially in R&D.
3. Launch gender-specific retention strategies.
4. Improve work-life balance and flexibility policies.
5. Conduct regular engagement surveys for early warning.