

Attrition Prevention Suggestions

Manage Overtime Effectively

Employees working overtime show significantly higher attrition.

Suggestion: Implement workload balancing, set clearer boundaries on working hours, and encourage time-off usage.

Target Support for High-Risk Job Roles

Roles like Sales Executives and Laboratory Technicians show higher attrition rates.

Suggestion: Provide career development paths, role-specific engagement programs, and mentorship.

Improve Job Satisfaction and Environment

Low scores in Job Satisfaction and Environment Satisfaction are linked with attrition.

Suggestion: Run regular feedback surveys and act on employee input to improve job conditions and work culture.

Support Employees with Long Commutes

Attrition is higher among employees with long distances from home.

Suggestion: Offer remote work options or flexible start times for employees with long commutes.

Monitor Career Progression

Employees with few promotions or many years in the same role show higher risk.

Suggestion: Ensure transparent promotion criteria and invest in career planning discussions.

Enhance Work-Life Balance

Work-Life Balance scores strongly correlate with employee retention.

Suggestion: Promote a healthy balance through flexible scheduling, wellness initiatives, and manager training.