Attrition Prevention Suggestions

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Key Risk Factors Identified

Factor	Insight
Overtime	Strongly correlated with resignations
Age Group 26–35	Highest concentration of leavers
Sales & HR Departments	Higher attrition than R&D
Lower Income	Leavers earned on average \$4,787/month

✓ Recommended Strategies

- 1. Reduce Overtime-Driven Burnout
 - o Cap max overtime hours and track manager assignments
 - o Encourage time-off utilization
- 2. Engage 26-35 Age Group
 - o Provide career roadmaps, mentorship, and peer programs
 - Recognize and reward early contributions
- 3. Improve Departmental Culture
 - Run internal surveys in Sales & HR to assess team health
 - Restructure performance expectations
- 4. Compensation & Upskilling
 - o Revisit pay bands for at-risk roles
 - Offer retention bonuses and upskilling opportunities
- 5. Employee Listening Tools
 - Use engagement analytics, feedback tools, and pulse surveys
 - Create manager-level attrition alerts based on risk factors