

Project 3: HR Analytics – Predict Employee Attrition

Attrition Prevention Strategies

- Make Career Growth and Promotions Better:
 - Give regular chances to move up and grow in careers.
 - Build custom career plans for staff who might leave soon.
- Boost Early-Career Engagement and Onboarding:
 - Improve onboarding programs and mentoring for employees in their first 10 years to keep them longer.
 - Find common issues with surveys and feedback.
- Pay Attention to Keeping Research & Development Staff:
 - Deal with boredom by offering new projects, team work, and learning chances.
- Value and Help Long-Time Workers:
 - The spike in people leaving after 30 years signifies the need for special plans to retain them.
 - Offer leadership pathways, advisory roles and flexible job options that are suitable for senior staff.
- Match Pay Raises with Work Quality and Job Satisfaction:
 - Since just Salary Hike isn't stopping people from leaving, look at the whole pay package (bonuses, perks, career growth).
 - Link salary hikes more effectively with performance ratings and job satisfaction.
- Make Better Plans to Keep People in Each Department:
 - Target Sales and R&D with customized training, support programs, and workplace benefits.
 - Conduct exit interviews to understand and resolve department-specific attrition issues.