

HR Analytics - Predict Employee Attrition

Attrition prevention suggestions:

Support Work-Life Balance (WorkLifeBalance):

Encourage flexible schedules and remote work options to reduce burnout and improve satisfaction.

Reduce Excessive Overtime (OverTime):

Monitor and limit overtime hours to prevent stress and fatigue.

Enhance Job Satisfaction (JobSatisfaction):

Regularly gather feedback and improve job roles or environment to keep employees engaged.

Foster Positive Relationships (RelationshipSatisfaction, YearsWithCurrManager):

Promote strong manager-employee relationships through leadership training and mentoring.

Offer Career Growth Opportunities (YearsInCurrentRole, YearsSinceLastPromotion, JobLevel):

Create clear promotion paths and provide training (TrainingTimesLastYear) to motivate employees.

Improve Environment Satisfaction (EnvironmentSatisfaction):

Maintain a comfortable, safe, and supportive workplace.

Consider Distance From Home (DistanceFromHome):

Help employees with long commutes through remote work or relocation assistance.

Tailor Benefits Based on Demographics (Age, Gender, MaritalStatus):

Provide benefits that meet the diverse needs of employees at different life stages.

Reward High Performance (PerformanceRating, PercentSalaryHike):

Recognize and reward high performers to increase retention.

Balance Workload (JobInvolvement, StandardHours):

Ensure employees have manageable workloads to avoid burnout and dissatisfaction.



