Attrition Prevention Suggestions

HR Analytics Project | Fuaad Saneen

1. Introduction

Based on predictive analysis of 50,000 employees, key drivers of attrition include overtime burden, poor work-life balance, limited promotions, and departmental stress pockets. These insights are derived from SHAP values and dashboard metrics.

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2. Actionable Strategies to Reduce Attrition

1. Address Overtime Burnout

- Employees with frequent overtime showed high attrition probability.
  - ✅ Implement monitored overtime policies
  - ✅ Use workload-balancing tools
  - ✅ Set maximum overtime thresholds

2. Promote Work-Life Balance

- Work-life balance scores below 3 directly correlated with exits.
  - ✅ Offer hybrid/flexible work schedules
  - ✅ Encourage mental health days
  - ✅ Launch wellness programs

3. Improve Internal Career Growth

- Long tenure without promotion increases resignation likelihood.
  - ✅ Set up internal job mobility pathways
  - ✅ Conduct quarterly career check-ins
  - ✅ Recognize and fast-track performers

4. Tailored Departmental Interventions

- Departments like Support and Sales have higher attrition rates.
  - ✅ Conduct exit interviews per department
  - ✅ Evaluate team leadership styles and pressures
  - ✅ Provide department-specific training/coaching

5. Salary & Benefits Optimization

- While salary alone wasn't the strongest factor, it amplified dissatisfaction.
  - ✅ Ensure fair and transparent pay progression
  - ✅ Add non-monetary benefits: learning budgets, flex-hours, bonuses

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3. Predictive Monitoring Recommendations

- Integrate predictive model insights into HR dashboards.

- Set up monthly attrition alerts based on SHAP-risk thresholds.

- Run simulations with employee profile changes to forecast risks.

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4. Conclusion

Using AI-backed insights allows HR to act *before* attrition happens. With proactive policies in overtime, growth, and work-life balance, organizations can increase employee retention, productivity, and satisfaction.