**Inference and Suggestion:**

**Suggestions to Improve Retention Rates:**

**1. Targeted Retention Programs**

Focus on employees who share similar feature patterns to high-risk attrition cases in your model.

Provide personalized engagement plans — such as flexible work arrangements or career growth opportunities — for those flagged by the model.

**2. Manager Training & Employee Engagement**

Enhance leadership and communication skills for managers in departments with higher attrition predictions.

Conduct stay interviews to understand employee needs before they resign.

**3. Career Growth & Skill Development**

Create internal mobility pathways to help employees progress within the company rather than seeking opportunities outside.

Invest in training and upskilling programs tailored to predicted high-risk groups.

**4. Compensation & Benefits Review**

Use model insights (e.g., low salary, fewer promotions, longer years in role) to proactively adjust compensation packages.

Offer non-monetary benefits such as wellness programs, mental health support, or flexible hours.

**5. Work-Life Balance**

For employees predicted at risk who have high overtime or low work-life balance scores, consider reducing workload or offering remote/hybrid options.

**Benefits for Recruitment & Training Costs:**

Lower Recruitment Costs: Fewer departures mean reduced advertising, agency fees, and interview processing expenses.

Reduced Onboarding Costs: Lower turnover decreases time spent on orientation and onboarding of new hires.

Training Cost Savings: Maintaining experienced employees means less frequent training for replacements, preserving institutional knowledge.