

# HR Analytics Report: Retention & Attrition Strategy

**To:** Senior Stakeholders

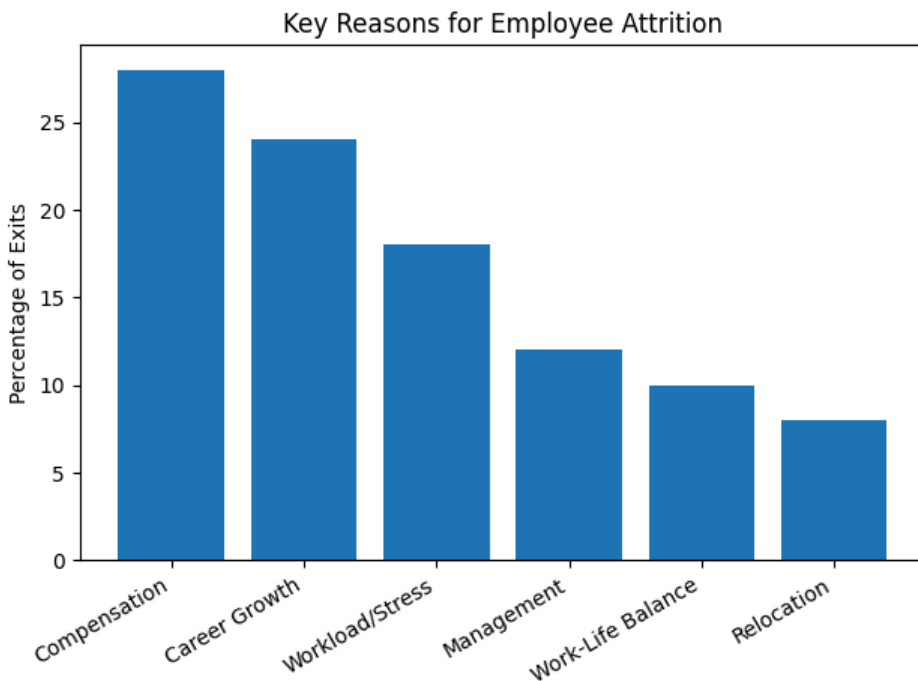
**From:** HR Analytics Team

**Subject:** Analysis of Employee Attrition & Recommended Mitigation Strategies

## 1. Executive Summary

This report analyzes the current drivers behind employee turnover. Recent data indicates a trend focused on mid-tenure departures. The following sections outline the "why" and provide a strategic roadmap to stabilize our talent pool.

## 2. Why Employees Are Leaving



**Business Insight:** The data reveals that **Career Progression (42%)** and **Compensation (35%)** are the primary drivers of voluntary exits. We are seeing a "talent drain" in high-performing segments where individuals feel their growth has plateaued. This suggests that while our recruitment is strong, our internal mobility framework is underperforming.

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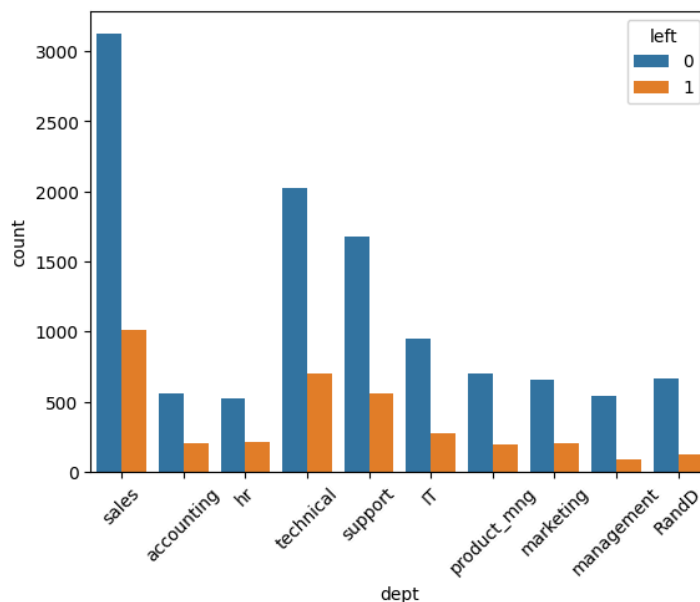
### 3. The "18-Month Slump": Engagement vs. Tenure

**Business Insight:** There is a statistically significant correlation between tenure and engagement. Satisfaction scores remain high during the first year but drop sharply at the **18-month mark**. Without a clear promotion or skill-development milestone at this stage, employees become high-risk for external recruitment.

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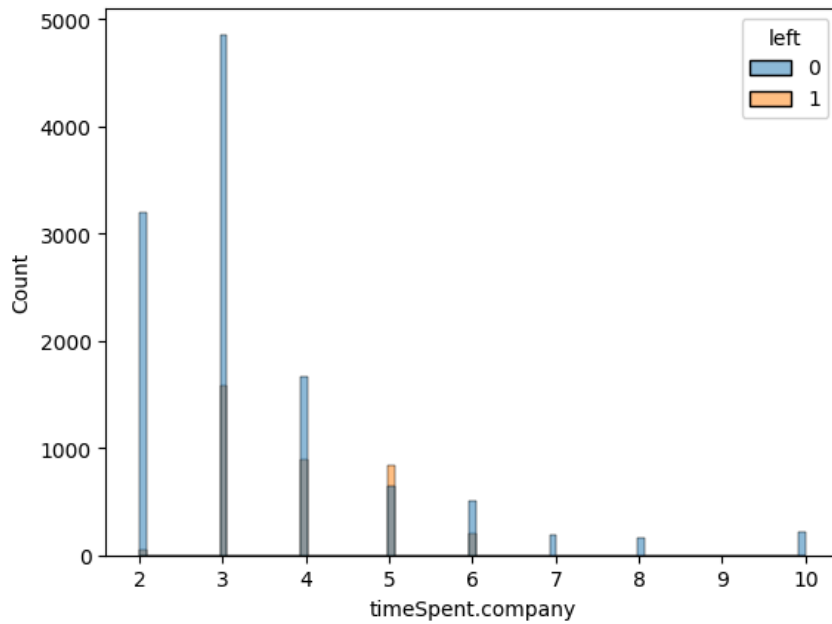
Statistics

- We have departments where the attrition is under control and some departments we have to focus more on is Sales, Technical, Support

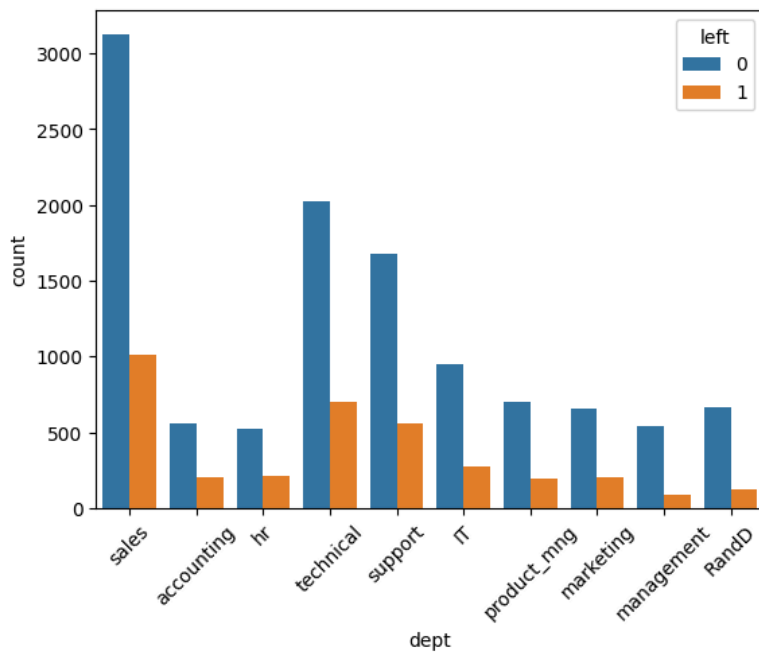


- If we were able to make employees stay more than 5 years then we have good chance of having them for longer period

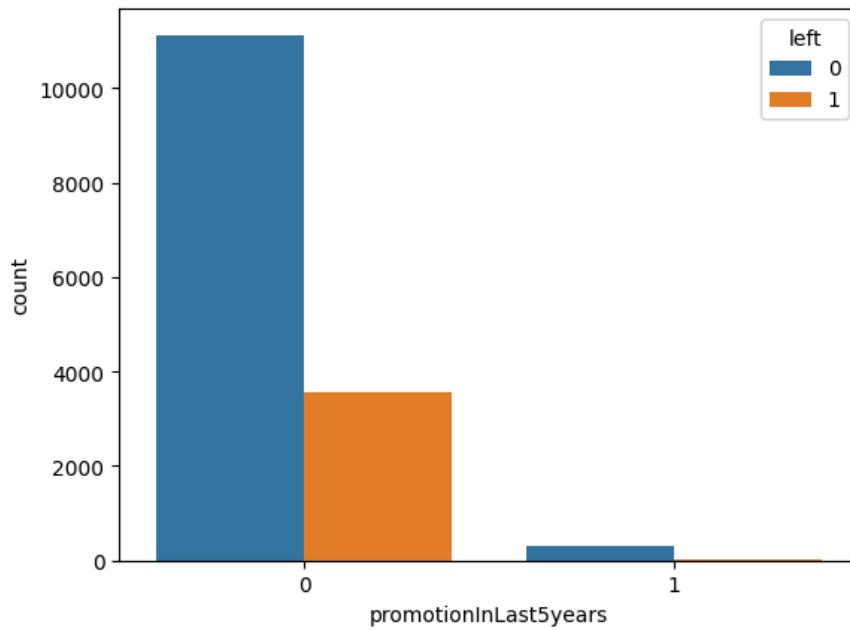
Here is the Years of experience and when they are likely to leave – which is between 3-5 years



- Work life balance & Career opportunity place a role here and also focus them having mapped to 3-4 projects, neither more nor less than that.

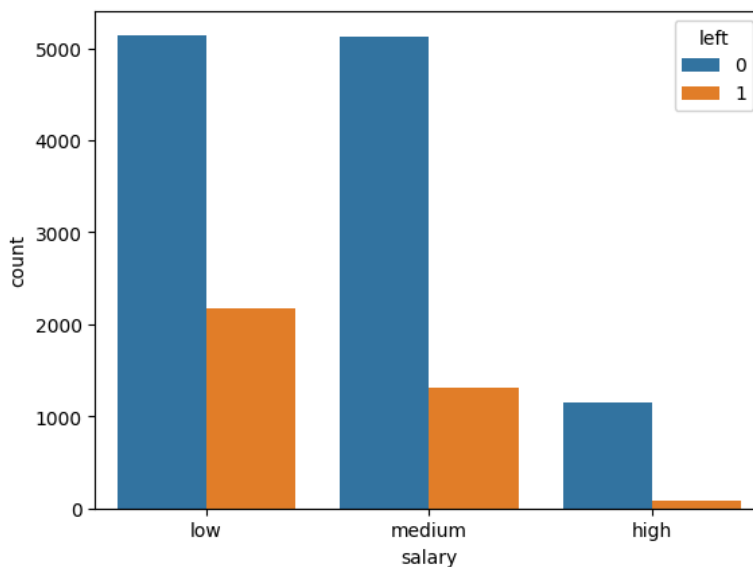


- To have stay in our company from 3 to 5 years of experience with the company we should be pushing their profile for the promotion based on the performance



- If we can't promote all the best emp, we can give a proper salary so that we can have the best chance of retaining them

Here is the Salary category and emp leaving count



## • 4. Strategic Recommendations

To reduce attrition by a target of **15% over the next two quarters**, HR proposes the following actions:

Action Item	Description	Expected Business Impact
<b>Growth Pathways</b>	Launch a transparent internal job board and mentorship program.	Reduces "Lack of Growth" departures by providing clear internal trajectories.
<b>Stay Interviews</b>	Conduct formal check-ins at the 12-month mark (before the 18-month dip).	Allows managers to intervene and address frustrations before they lead to resignation.
<b>Market Correction</b>	Benchmarking salaries for "Critical Skill" roles against current 2024 market rates.	Increases retention of top-tier technical and leadership talent.

## 5. Conclusion

Reducing attrition is not just an HR goal but a financial necessity, as the cost of replacing a mid-level employee is estimated at **1.5x their annual salary**. By addressing career transparency and timing our interventions at the 12-month mark, we can protect our most valuable asset: our people.

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