HR Attrition Analysis & Recommendations

INSIGHTS FROM HR ATRRITION DATA

Introduction

Objective of the Analysis

- Understand factors driving employee attrition.
- Provide actionable insights for workforce retention.

Key Questions Addressed

1. Does working overtime increase attrition?
2. What age group is likely to have high attrition rate?
3. How monthly income relates to attrition?
4. Does job satisfaction influence attrition?
5. Departments with higher attrition?

How the findings will inform HR strategies

- Identify key trends driving workforce changes.
- Optimize retention policies to improve employee satisfaction.

Key Metrics & Summary

Findings

❑ **Overtime & Attrition**

Employees working overtime have a higher attrition rate than those who don't.

Reason: Burnout and poor work-life balance.

❑ **Age Group & Attrition**

Younger employees (25 & below) leave more frequently.

Reason: Career shifts, lack of growth opportunities.

❑ **Salary & Attrition**

Low-income job roles show higher attrition rates.

Reason: Employees likely leave for better salary offers elsewhere.

Findings

❑ **Job Satisfaction & Its Impact on Attrition**

Low satisfaction scores are strongly linked to higher turnover.

Reason: Work culture, leadership issues, lack of career development.

❑ **Departments & Atrrition rate**

Certain departments experience more resignations.
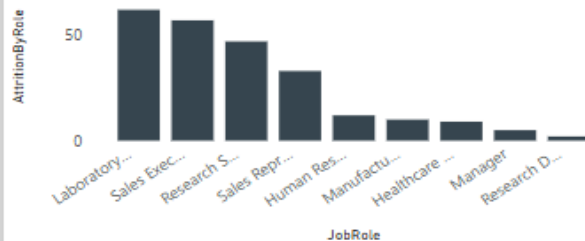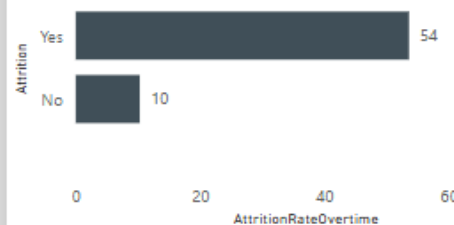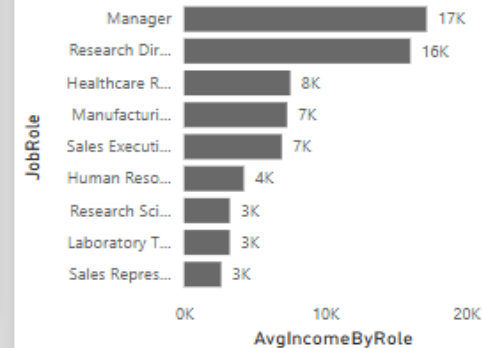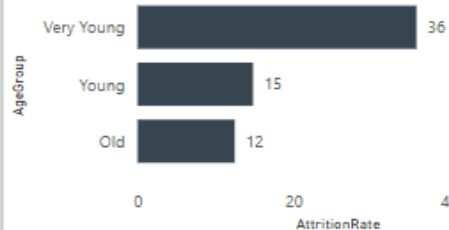
Reason: Workload stress, lack of proper career progression.
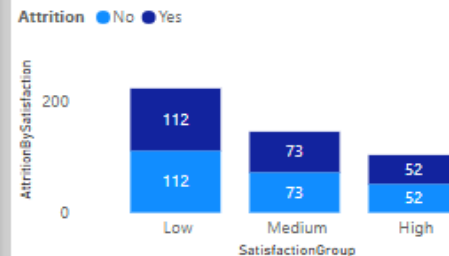
Actionable Recommendations Summary

Retention Strategies Based on Findings:

1. Reduce workload & burnout in overtime-heavy roles.

2. Enhance career development for younger employees.

3. Strengthen compensation & salary competitiveness.

4. Improve workplace satisfaction & team collaboration.

5. Address department-specific attrition trends.

Conclusion & Next Steps

Key Takeaways:

1. Overtime impacts attrition—better workload management needed.
2. Younger employees need stronger career guidance.
3. Competitive salaries influence retention.
4. Job satisfaction is a major driver of employee departures.

Next Steps for HR Strategy:

- Implement recommendations over a phased timeline.
- Track improvements using HR dashboards & feedback tools.

Final Note:

Optimize HR practices to retain top talent and boost workplace satisfaction.