

Employee Attrition Analysis - Insights & Recommendations

Key Trends Observed

1. High Overall Attrition (45%): Nearly half the workforce has left, a significant concern for a 20-employee company.
2. Departmental Disparities: Finance has 100% attrition; Sales at 50%; others at 25%.
3. Tenure and Attrition: 100% attrition in the first 2 years; drops to 0% after year 3.
4. Income vs Attrition: Employees earning under Rs. 39K/month are more likely to leave.
5. Gender: Attrition is balanced across gender; not a major retention factor.

HR Policy Recommendations

1. Strengthen Onboarding and Early Engagement (0-2 Years Tenure): Implement mentorship programs and conduct stay interviews at 6 and 12 months.
2. Review and Adjust Compensation for Lower Income Bands: Revise pay for those under Rs. 39K/month and consider bonuses for junior staff.
3. Investigate Department-Specific Challenges: Focus on Finance and Sales; conduct exit interviews and resolve issues around workload or progression.