

Suggestions for Reducing Employee Attrition

Attrition Prevention Suggestions

1. Improve Work-Life Balance

- Employees with poor work-life balance show higher attrition.
- Offer flexible work hours and remote work opportunities.

2. Address Overtime Issues

- Employees with frequent overtime are more likely to leave.
- Monitor overtime workloads and compensate adequately.

3. Recognize and Reward Performance

- Lack of promotion and stagnation are linked with higher attrition.
- Create transparent promotion pipelines and recognition programs.

4. Focus on Career Development

- Provide training programs and mentorship.
- Map individual development plans aligned with company goals.

5. Salary Benchmarking

- Income was a significant factor.
- Regularly review compensation to stay competitive in the industry.

6. Managerial Support

- Departments with poor leadership saw higher attrition.
- Provide leadership training and 360-degree feedback for managers.

7. Tailored Interventions by Department

- Job roles and departments show varying attrition rates.
- Implement department-specific interventions based on attrition trends.