❖ Recommendations:

Actions to be Taken:

- Through analysis, we were able to identify the age group most likely to experience **attrition** in the workplace. This group consists of **young people aged 20-29**, making it crucial to develop more effective attraction strategies to meet their needs and retain them.

- **Employee Engagement Initiatives:** Implement programs aimed at increasing employee engagement, such as regular feedback sessions, team-building activities, and recognition programs to boost morale and reduce attrition.

- **Department-Specific Strategies:** Conduct detailed assessments of departments with higher attrition rates to identify specific issues and tailor retention strategies accordingly, such as additional training or resources.

- **Career Development Opportunities:** Create clear pathways for career advancement and professional development to encourage employees to stay and grow within the organization.

- In addition to the **job role**, there are several factors to consider when determining the appropriate salary for each individual in an organization. The two main factors are:

- **Experience**: referred to here as the number of years in the company, should have a balance between the number of years an employee has spent in the company and their salary.

- **The other factor is Education**: Obtaining a higher educational degree should result in a salary that reflects and values the individual's level of education.