Attrition Prevention Suggestions Report

1. By Department

- Highest Attrition is observed in:

  - Research & Development (961 cases)

  - Sales (446 cases)

- Suggestions:

  - For R&D: Improve project engagement, reduce workload, and offer more career growth paths.

  - For Sales: Introduce performance-based incentives and reduce pressure by improving sales training and support.

2. By Job Role

- Roles with higher attrition include:

  - Sales Executive, Research Scientist, Laboratory Technician

- Suggestions:

  - For high-turnover roles, review workloads, expectations, and growth opportunities.

  - Provide tailored retention programs such as mentorship or rotation programs.

3. By Gender

- Slightly higher attrition among Female employees (17.01%) than males.

- Suggestions:

  - Implement flexible work policies (remote work, hybrid models).

  - Introduce family support services and women-focused career development plans.

4. By Education Field

- Fields with most attrition:

  - Life Sciences, Medical, Marketing

- Suggestions:

  - Re-align job expectations with educational background.

  - Offer cross-training or advanced certifications for career advancement.

5. By Age Group

- 25-44 age group has the highest attrition.

- Suggestions:

  - Offer clear career progression and mid-career growth opportunities.

  - Implement work-life balance programs and upskilling workshops.

6. By Income Range

- Employees earning between 3000-6000 and below 3000 have higher attrition.

- Suggestions:

  - Review salary bands and align with industry standards.

  - Provide bonuses, stock options, or non-monetary benefits.

7. By OverTime

- Significant attrition among employees working OverTime.

- Suggestions:

  - Enforce overtime limits or compensate adequately.

  - Monitor workload distribution and automate repetitive tasks.