Attrition Prevention Suggestions Report

Objective:

This document provides **data-driven HR intervention strategies** to reduce employee attrition, based on the predictive findings from our HR analytics model and SHAP explainability analysis.

Key Reasons for Attrition:

Based on model results and SHAP analysis:

- Overtime workload
- Low salary / pay dissatisfaction
- Long gap since last promotion
- Frequent business travel
- Low job satisfaction
- Employees within 2–5 years of tenure

Actionable HR Suggestions:

1) Reduce Overtime Stress

- Monitor and limit overtime hours
- Use shift rotation to balance workload

2) Improve Pay & Incentives

- Review salary for low-band employees
- Provide performance-linked bonuses

3) Support Career Growth

- Create a transparent promotion policy
- Offer training & internal job mobility

4) Minimize Travel Burden

- Rotate travel-heavy roles
- Provide travel allowances or extra leave

5) Boost Job Satisfaction

- Conduct quarterly employee feedback surveys

- Recognize achievements & provide wellness programs

Expected Outcomes:

- Higher employee retention

- Reduced hiring/training costs

- Better performance & satisfaction

- Stronger organizational stability