INSIGHTS FOR PREVENTING ATTIRATION

1. Attrition Rate Analysis

- The **16.1% attrition rate** is moderately high and could signal disengagement or dissatisfaction within the organization. This may indicate areas where workplace policies or employee satisfaction initiatives can be improved.

Observations:

- Attrition is heavily concentrated in younger employees (ages **26-35**) and **entry-level roles** (e.g., Compliance Executive, Sales Executive).

- Employees earning **below $15K** are disproportionately leaving, indicating that compensation could be a critical factor driving attrition.

Actionable Steps:

- **Compensation Benchmarking**: Review salary levels and align them with industry standards, particularly for the lower salary brackets.

- **Career Development**: Younger employees may leave due to perceived lack of growth opportunities. Introduce robust career advancement plans and mentorship programs.

2. Job Role Insights

- **Compliance Executive, Sales Executive, and IT** roles account for more than 70% of the attrition (166 out of 237 employees).

Possible Reasons:

- **Workload Issues**: High workloads and repetitive tasks in operational roles could lead to burnout.

- **Role Mobility**: These roles often lack clear upward career pathways compared to managerial or director-level positions.

Actionable Steps:

- Conduct employee satisfaction surveys targeting these roles to understand their specific concerns.

- Offer **upskilling programs**, such as certifications or training, that empower employees to transition into higher-value roles.

STRATEGIC RECOMMENDATIONS

Data-Driven Retention Programs:

- Focus on high-risk groups: ages 26-35, employees earning <$15K, and entry-level roles.

- Use predictive analytics to identify employees at risk of leaving and intervene early.

Employee Engagement Initiatives:

- Conduct stay interviews to understand why employees choose to remain or leave.

- Regularly recognize employee contributions through public acknowledgment or rewards.

Targeted Compensation Adjustments:

- Increase salaries or provide bonuses for critical roles with high attrition rates, like Compliance Executive and Sales Executives.

Cultural Improvements:

- Foster a collaborative, inclusive culture where employees feel valued.

- Offer flexible work arrangements, especially for younger and female employees.