

Attrition Prevention Suggestions

Overview of the Analysis

This analysis used employee data to examine factors contributing to attrition. A logistic regression model and decision tree were implemented to identify patterns and predictors of employee turnover.

Key Findings

- Employees working overtime were more likely to leave the company.
- Lower monthly income was associated with higher attrition rates.
- Younger employees and those with fewer years at the company also showed a higher tendency to leave.

Attrition Prevention Suggestions

1. ****Monitor and Manage Overtime:**** Reduce excessive overtime and ensure a better work-life balance.
2. ****Improve Compensation Strategies:**** Review and adjust salary structures to remain competitive.
3. ****Career Development:**** Implement clear career progression plans to increase employee engagement.
4. ****Employee Engagement Programs:**** Conduct regular surveys to understand employee concerns and address them.
5. ****Mentorship and Onboarding:**** Support new and younger employees with mentorship programs to help them integrate better.