

Attrition Prevention Suggestions

Top 5 Data-Driven Recommendations

1. Improve Job Satisfaction

- Focus on roles with low satisfaction (e.g., Sales, Lab Technicians).
- Conduct regular feedback surveys and implement workplace improvements.

2. Increase Promotion Frequency

- Employees without promotions in the last 2+ years show higher attrition risk.
- Develop transparent growth plans and upskilling initiatives.

3. Retain Young Talent (Under 35)

- Younger employees show the highest attrition rate (~58% of resignations).
- Offer mentorship, flexible hours, and early career incentives.

4. Address High Attrition Departments

- Sales and HR departments had the highest attrition rates in analysis.
- Tailor retention programs specific to departmental challenges.

5. Balance Work-Life and Benefits

- Promote hybrid work, wellness programs, and family-friendly policies.
- Focus on improving Work-Life Balance and Environment Satisfaction metrics.

Estimated Impact

Expected Attrition Rate Reduction: 10–15%

With sustained implementation of these measures, organizations can see a measurable decline in turnover.