Employee Attrition Analysis & Prevention Report

Introduction:

This report provides analysis of employee attrition based on HR data and predictive modeling.

It highlights key factors influencing attrition and suggests actions to reduce turnover.

Model Overview:

Decision Tree model was used to predict attrition considering features like Salary, Department, Job Role, T

Model Evaluation:

Accuracy: 85% (example)

Confusion Matrix: Provided in dashboard visuals

Key Insights:

- Lower salary bands see higher attrition.
- Lack of promotions increases attrition.
- Certain departments like Sales/Support have higher attrition.
- Short tenure employees are more likely to leave.

Attrition Prevention Suggestions:

1. Salary review for fairness and competitiveness.
2. Clear promotion paths and regular reviews.
3. Employee satisfaction programs and wellness initiatives.
4. Manager effectiveness programs.
5. Flexible work hours and mental health support.

Conclusion:

Implementing these strategies can reduce employee turnover and improve satisfaction.