

Attrition Prevention Suggestion Report

Based on : *IBM HR Analytics Dataset*

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INSIGHTS :

1. **High Attrition Departments** → Research & Development (133 left), Sales (92 left).
2. **Job Roles Most Affected** → Laboratory Technician, Sales Executives.
3. **Monthly Income vs Attrition** → Employees with lower income have higher attrition.
4. **Work-Life Balance Impact** → Poor balance strongly linked to attrition.
5. **Years at Company** → Many leaving early in their career (<2 years).

INTRODUCTION :

Employee attrition poses a major challenge for organizations, impacting costs, productivity, and morale. This report analyzes the IBM HR Analytics Dataset using Power BI and machine learning models to identify key attrition factors. The goal is to provide data-driven recommendations that help reduce turnover and improve employee retention.

KEY FINDINGS :

The analysis of the IBM HR Analytics dataset revealed the following insights into employee attrition:

1. **Overall Attrition Rate:** Approximately **16%** of employees left the organization.
2. **Departments Most Affected:** Research & Development (133 employees left) and Sales (92 employees left) recorded the highest attrition.
3. **Job Roles with High Attrition:** Laboratory Technicians and Sales Executives showed the greatest turnover.
4. **Compensation Influence:** Employees with lower monthly income exhibited a significantly higher likelihood of leaving.
5. **Work-Life Balance:** Poor work-life balance was strongly correlated with higher attrition rates.
6. **Tenure Impact:** A large proportion of employees resigned within their first **2 years** at the company.
7. **Demographic Factors:** Younger employees were more likely to leave compared to older, experienced employees.

ATTRITION PREVENTION SUGGESTION :

1. **Compensation & Benefits** → Adjust salary structures for low-income roles.
2. **Career Development** → Mentorship & training for employees <2 years.
3. **Work-Life Balance** → Flexible hours, hybrid work, wellness programs.
4. **Retention in High Attrition Departments** → Special retention bonuses for Sales & R&D.
5. **Job Satisfaction Improvements** → Conduct regular surveys, leadership training.

ACTION PLAN & RECOMMENDATIONS :

1. **Short-term:** Salary benchmarking, onboarding improvements.
2. **Medium-term:** Leadership programs, career development tracks
3. **Long-term:** Culture change, continuous employee engagement monitoring

CONCLUSION :

Employee attrition is influenced by compensation, job roles, work-life balance, and career growth. Addressing these areas through fair pay, flexible policies, and development programs can reduce turnover, lower costs, and strengthen overall employee engagement.