

Employee Attrition Prevention Suggestions

1. Over time and Salary Slab

Observation: The overtime and salary slab are directly proportional to attrition (showing a strong positive correlation), so the probability of attrition among employees is higher for those who have more overtime.

Suggestion: It is necessary to reduce overtime and salary slab to reduce the likelihood of attrition among employees.

2. Environmental Satisfaction

Observation: The environmental satisfaction and attrition are inversely proportional to each other (showing a weak negative correlation), which indicates that poor environmental satisfaction can lead to a higher chance of attrition in employees.

Suggestion: It is suggested to maintain a good environmental satisfaction among the employees to reduce the chance of attrition among employees.

3. Job level, Age, and Monthly Income

Observation: The job level, age, and monthly income are inversely proportional to attrition (showing a negative correlation), which shows that attrition in employees is more likely in employees having lower job roles, lower age and lower monthly salary.

Suggestion: It would be better to provide better mentorship and growth opportunities to younger and entry-level employees.

4. Years at Company, Years in Current Job Role, and Years with Current Manager

Observation: The number of years at company, number of years in current job role, and years with current manager are inversely proportional to attrition (showing a weak negative correlation), which shows that attrition in employed is more likely in employees having less number of years at company, less number of years in current job role, and less years with current manager.

Suggestion: It is suggested to provide a proper insight into the path of career growth for the entry-level employees.

5. Total Working Years

Observation: The total working years of an employee are inversely proportional to attrition (showing a weak negative correlation), which indicates that the attrition among employees is higher for those who have fewer working years.

Suggestion: It is suggested to re-evaluate and strengthen the onboarding process and provide long-term mentorship.