

Attrition Prevention Suggestions

◆ Overview

Based on the analysis of HR data, model performance, and SHAP-based feature importance, we identified key factors contributing to employee attrition. The following actionable recommendations are designed to help HR departments prevent future attrition and retain top talent.

◆ Recommendations

1. Improve Compensation Structure

- Employees in lower salary bands show significantly higher attrition.
- Reevaluate salary structures, especially for entry-level and high-turnover roles.

2. Manage OverTime Workload

- OverTime was one of the top features linked to attrition.
- Reduce workload by hiring support staff or enforcing work-life balance policies.

3. Strengthen Promotion Opportunities

- Employees with more years since last promotion are more likely to leave.
- Implement clear and transparent promotion paths to retain high performers.

4. Target High-Risk Roles

- Roles like Sales Executive and Laboratory Technician had higher attrition rates.
- Conduct exit interviews to understand dissatisfaction and provide better role-specific incentives.

5. Monitor and Act on Satisfaction Scores

- Track job satisfaction, environment satisfaction, and engagement regularly.
- Use pulse surveys and follow up with action plans.

6. Personalize Retention Strategies

- Use dashboard insights (e.g., by gender, department, income band) to personalize employee engagement programs.
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◆ Conclusion

By addressing compensation gaps, workload balance, and promotion stagnation while leveraging Power BI dashboards for real-time monitoring, HR teams can proactively reduce attrition and create a more supportive work environment.