

WHAT MAKES PEOPLE STAY?

FACTORS REDUCING THE LIKELIHOOD OF STAFF LEAVING



More info:
[IBM](#)
[Staff Survey](#)

FROM FACTORS YOU CAN INFLUENCE...

Key influencersWhat influences Attrition to be No ?

When... the likelihood of Attrition being No increases by

Average of Stock Option Level is 0 - 2

1.19x

Average of Monthly Income is more than 13758

1.17x

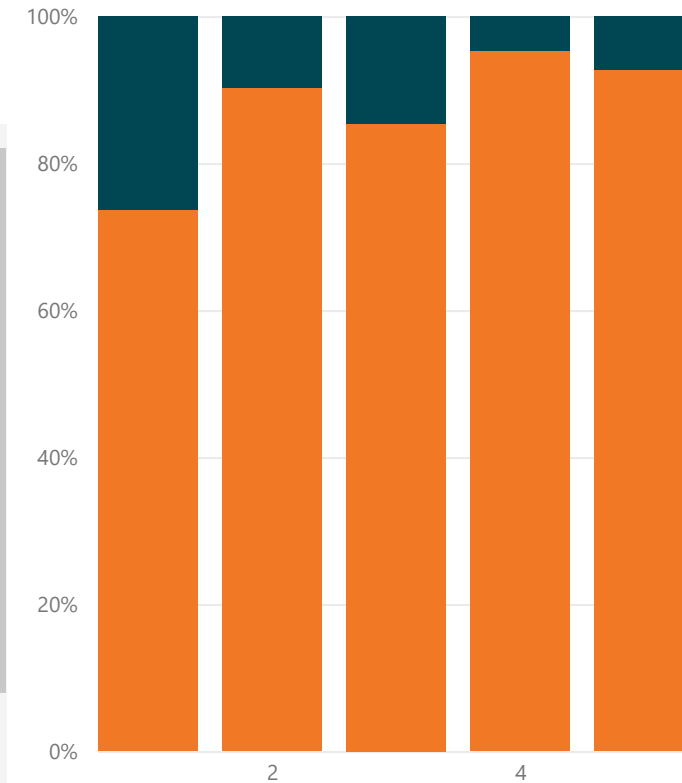
Average of Environment Satisfaction is more than 1

1.15x

Average of Monthly Income is 2800 - 13758

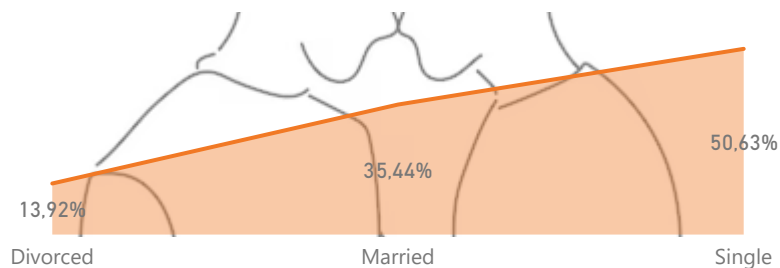
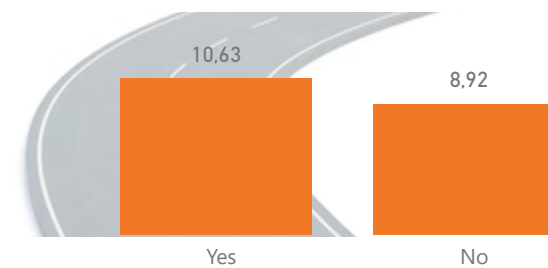
1.12x

← Attrition is more likely to be No when Average of Monthly Income is more than 13758 than otherwise (on average).


☐ Only show values that are influencers
Attrition No Yes

...TO FACTORS YOU CAN ACCOUNT FOR

MARITAL STATUS OF STAFF LEAVING

AVERAGE DISTANCE OFFICE TO HOME
(STAFF LEAVING VS. NOT LEAVING)

To increase staff staying, organizations need to ensure a robust **internal promotion policy** is in place, allowing staff to grow and learn continuously. The case of IBM also shows that the more stock options staff have, the more likely they are to stay - pointing towards **ownership** as an important factor. Creating the opportunity to **work from home** means staff have more flexibility and distance from the office is less of a factor to leave a position. Not to forget, we are all humans and want to work in a positive **job environment** - this has a clear influence on staff choosing to stay