

# Attrition Prevention Suggestions

## 1. Department-Specific Focus

Departments like Sales and Finance have shown higher attrition rates. Implement targeted retention programs such as incentive bonuses, leadership training, and mentorship initiatives for high-risk departments.

## 2. Salary Band Adjustments

Attrition is higher among employees in the Low and Medium salary bands. Conduct salary reviews and adjust compensation structures to stay competitive and reward performance.

## 3. Career Growth and Promotions

Lack of promotions is a major factor for attrition. Develop transparent career progression paths and offer more internal mobility and upskilling opportunities to employees.

## 4. Tenure-Related Strategies

Employees with 2-4 years of experience are more prone to leave. Create special engagement programs for early-tenure employees to boost loyalty and commitment.

## 5. Gender Inclusion Programs

Minor differences in attrition rates between genders indicate a need for gender-specific retention initiatives. Build inclusive programs, leadership pipelines, and support networks.

## 6. Predictive Monitoring Using Models

Using predictive analytics (Decision Trees and SHAP values) helps identify at-risk employees. Regularly monitor these signals and conduct personalized stay interviews for at-risk employees.

*\* Strategic actions focusing on salary, career growth, and early tenure can significantly reduce overall attrition.*