

# Attrition Prevention Strategies Report

Model: Decision Tree Classifier

Key Observations:

- High attrition predicted in departments with low job satisfaction.
- Age group 25–35 shows higher attrition probability.
- Monthly income and overtime are strong drivers of attrition.
- Job role and work-life balance strongly influence retention.

Recommendations:

1. Implement flexible work policies and hybrid options.
2. Conduct stay-interviews for at-risk employees identified by the model.
3. Offer career development and upskilling programs in high-attrition departments.
4. Introduce mental health and employee wellness initiatives.
5. Revise compensation structure to align with market standards.
6. Recognize and reward performance to improve job satisfaction.

Conclusion:

Machine learning models can effectively identify at-risk employees.

With targeted HR interventions, the organization can lower attrition rates, reduce recruitment costs, and boost employee morale.