

## **Attrition Prevention Suggestions**

Employee attrition is a multi-faceted challenge that requires a strategic and data-driven approach. Based on the analysis, the following actionable recommendations are proposed to reduce employee turnover and build a more stable, engaged workforce.

### **1. Enhance Career Growth Opportunities**

**Issue:**

The analysis indicates that employees with fewer promotions or stagnant career progression are more likely to resign.

**Actions:**

- Develop clear and transparent career progression paths for each role and department.
- Implement mentorship programs where senior employees coach juniors to grow into higher roles.
- Offer skill upgradation opportunities through certifications, online courses, or sponsored training.
- Regularly conduct performance and growth discussions to align employees' aspirations with organizational goals.

**Impact:**

Empowering employees with visible growth opportunities fosters loyalty, reduces uncertainty, and strengthens long-term retention.

### **2. Focus on High-Risk Roles & Departments**

**Issue:**

Departments such as Life Sciences and job roles like Laboratory Technicians show disproportionately higher attrition rates.

**Actions:**

- Conduct in-depth departmental surveys to identify specific pain points (work conditions, role clarity, workload).
- Hold focus group discussions with high-risk roles to collect qualitative feedback.
- Design role-specific retention plans — for example, improving lab safety, reducing repetitive tasks through automation, or introducing rotations.
- Engage line managers with attrition KPIs to ensure accountability at the ground level.

**Impact:**

Addressing the root causes in targeted departments can significantly reduce turnover where it is highest.

### **3. Improve Work-Life Balance**

**Issue:**

Long working hours, overtime, and poor work-life balance contribute to burnout and resignations.

**Actions:**

- Offer flexible working hours, shift adjustments, or compressed workweeks.
- Implement hybrid or remote work policies where applicable.
- Promote wellness programs, mental health support, and periodic mandatory breaks.
- Monitor workloads and set realistic deadlines to prevent employee fatigue.

**Impact:**

Better balance improves morale, productivity, and lowers stress-driven attrition.

### **4. Salary & Compensation Review**

**Issue:**

The average salary of employees who left was ₹65,000/month, indicating that compensation is a significant factor in retention.

**Actions:**

- Benchmark salaries regularly against industry standards and competitor offerings.
- Introduce retention bonuses or loyalty incentives for employees reaching milestones (e.g., 3 or 5 years).
- Tie compensation more directly to performance and contribution, making employees feel rewarded for results.

**Impact:**

Competitive pay and clear financial growth reduce temptation to switch jobs for a better offer.

### **5. Strengthen Employee Recognition & Engagement**

**Issue:**

Lack of appreciation can demotivate even satisfied employees over time.

**Actions:**

- Launch structured employee recognition programs: “Employee of the Month”, spot awards, or peer-nominated rewards.
- Celebrate milestones such as work anniversaries, personal achievements, and project completions.
- Provide public visibility of accomplishments through internal newsletters or dashboards.

**Impact:**

Recognition reinforces a sense of belonging, boosts morale, and deepens emotional connection to the company.

## **6. Implement an Early Warning System Using ML**

**Issue:**

Some at-risk employees are missed by manual monitoring alone.

**Actions:**

- Use machine learning predictions to generate risk scores for each employee.
- Integrate these scores into HR dashboards to highlight high-risk cases.
- HR managers should proactively engage flagged employees through one-on-one meetings, feedback sessions, and personalized support plans.

**Impact:**

Early intervention helps address grievances before they lead to resignation, saving hiring and onboarding costs.

## **7. Foster Open & Transparent Communication**

**Issue:**

Employees often hesitate to share dissatisfaction until it’s too late.

**Actions:**

- Conduct anonymous surveys quarterly to gather honest employee feedback.
- Organize monthly town halls where leadership shares updates and listens to concerns.
- Set up open-door policies and safe channels for employees to express issues without fear of retaliation.
- Share outcomes of feedback sessions to build trust that employee voices are heard and acted upon.

**Impact:**

Transparent communication fosters trust, strengthens company culture, and prevents small issues from escalating into resignation triggers.