HR Attrition Insights & Prevention Strategies

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Attrition by Department

- Sales department has the highest attrition (21.1%), followed by HR (15.89%).

- R&D has the lowest attrition (13.06%).

- **Suggestion**: Review workloads, leadership, and incentive programs in Sales and HR teams to boost retention.

Job Satisfaction

- Employees with the lowest satisfaction score (1 or 2) still show significant attrition levels.

- **Suggestion**: Conduct regular employee engagement surveys and act on feedback to improve workplace morale.

Distance from Home

- 36.71% of attrition comes from employees in the 'Nearby' category.

- However, 'Far' and 'Very Far' categories together account for over 63% of attrition.

- **Suggestion**: Consider offering remote/hybrid work options or transportation allowances for those living farther away.

Total Working Years

- Employees with fewer total working years tend to leave more frequently.

- **Suggestion**: Focus on onboarding quality, mentorship, and career development for early-stage employees.

Overall Recommendations

- Conduct **stay interviews** with top performers, especially in Sales & HR.

- Improve job satisfaction through **recognition programs**, **flexible schedules**, and **clear career paths**.

- Address commute-related stress by enabling **hybrid work models** or **transport support**.

By implementing these strategies, the organization can significantly reduce attrition and build a more loyal and motivated workforce.