

# Employee Attrition Prevention Suggestions

## 1. Overtime and Salary Slab

### **Observation:**

Employees working overtime consistently show a higher attrition rate compared to those who do not. When coupled with lower salary slabs (especially those earning **up to 5k or between 5k–10k**), the likelihood of leaving the company increases sharply. This suggests that long hours without proportionate compensation or benefits directly impact retention.

### **Suggestion:**

Introduce strict overtime monitoring policies. Provide overtime compensation, additional leave, or perks. Additionally, consider a salary restructuring plan—especially for those in high-burnout roles who are also clocking extra hours. Recognition programs for such employees can also enhance morale and reduce voluntary exits.

## 2. Environmental Satisfaction

### **Observation:**

Low environmental satisfaction (ratings 1–2 on a scale) is frequently associated with high attrition, even in cases where salary and tenure are moderate. A negative or non-supportive work atmosphere drives disengagement, especially among new joiners and mid-level employees.

### **Suggestion:**

Conduct anonymous environmental and culture feedback surveys quarterly. Improve workspaces, reduce internal politics, and create inclusive engagement policies. Encourage managers to foster team cohesion and transparency. Prioritize changes in departments or units with repeated low satisfaction scores.

### **3. Job Level, Age, and Monthly Income**

#### **Observation:**

Employees in **lower job levels (1–2)** with **ages between 26–35** and **monthly incomes below 10k** experience higher attrition. These individuals are usually at critical early-career stages and may seek faster growth or higher salary options elsewhere.

#### **Suggestion:**

Introduce fast-track career advancement programs and internal promotion frameworks for high-performing individuals. Provide structured mentorship, especially to employees in early career phases. Enhance compensation packages in lower-level roles to match or surpass industry benchmarks.

### **4. Years at Company, Years in Current Job Role, and Years with Current Manager**

#### **Observation:**

Attrition spikes during two key phases: **0–2 years** and **9–10+ years** in the company. Short-tenure employees may feel disconnected or undervalued, while long-tenure employees may feel stagnant or overlooked for progression. Similarly, staying too long in the same role or under the same manager increases disengagement.

#### **Suggestion:**

For new hires, implement structured onboarding and buddy systems. For long-serving employees, rotate job responsibilities, promote lateral growth, and offer leadership opportunities. Regularly rotate managers or assign secondary mentors to freshen professional relationships.

## 5. Total Working Years

### **Observation:**

Employees with **fewer than 5 total working years** face higher attrition. This trend reflects industry-wide volatility among early professionals, who are still exploring roles, industries, and organizational fit.

### **Suggestion:**

Enhance training, define clear 3-year growth plans, and provide regular feedback. Introduce learning wallets or certification reimbursements that encourage longer-term commitment. Leverage alumni data to share success stories of internal growth.

## 6. Sum of Attrition by Education Field

### **Observation:**

Attrition is more prevalent among employees from **Life Sciences, Medical, and Marketing** backgrounds. These fields dominate many high-turnover roles such as sales, R&D, and lab operations, and often intersect with lower pay or limited career growth.

### **Suggestion:**

Target career progression programs specific to these education fields. Create specialized training pathways (e.g., research-to-management tracks for Life Sciences). Strengthen industry partnerships and allow lateral movement across business units that value these backgrounds.

## **7. Attrition Based on Job Role**

### **Observation:**

Roles like **Laboratory Technician**, **Sales Executive**, and **Research Scientist** show consistent attrition above the company average. These roles either involve high repetition, field pressure, or limited creative scope. They are often entry-level or mid-tier roles with tight deadlines.

### **Suggestion:**

Redesign role expectations to reduce monotony or overexertion. Automate repetitive tasks, introduce job-shadowing or role rotation, and reward target achievements with experiential perks (e.g., conference access or certifications). Recognize performance regularly beyond just KPIs.

## **8. Attrition Count Based on Overtime**

### **Observation:**

A clear pattern indicates that employees who consistently work overtime have higher burnout and exit rates, especially if they fall within the junior salary brackets or operational departments.

### **Suggestion:**

Set up an "Overtime Risk Index" for attrition prediction. Provide flexibility options (compressed workweeks, hybrid schedules) for employees logging extra hours. Encourage teams to share workload more evenly or introduce temporary staffing support during peak demand seasons.

## **9. Attrition Count by Department**

### **Observation:**

**Sales** and **Human Resources** show the **highest attrition rates**, followed closely by **R&D**. Each department has different root causes—Sales experiences burnout and pressure; HR suffers from internal under-recognition; R&D faces limited growth.

### **Suggestion:**

Customize retention strategy per department. For Sales, offer incentive schemes and travel reimbursements. In HR, improve internal mobility and recognition. For R&D, enable research autonomy, publish support, and tie innovation to appraisal.

## **10. Average Work-Life Balance by Relationship Satisfaction**

### **Observation:**

Employees reporting **low relationship satisfaction with supervisors or teams** tend to have poorer work-life balance and higher attrition rates. This shows that relational dynamics are as important as workload and compensation.

### **Suggestion:**

Train managers in emotional intelligence and empathetic leadership. Deploy 360° feedback mechanisms and relationship satisfaction tracking. Promote a culture of regular check-ins and conflict resolution. Employees with high relationship scores should be assigned mentorship roles to replicate strong relational practices.