

Employee Attrition Prevention Strategy

Overview

Based on the data analysis and SHAP explainability results from the employee attrition dataset, several high-risk factors have been identified that contribute to employee resignation. These include overtime work, low job satisfaction, low income, long commuting distance, and lack of promotion opportunities.

Workload & Overtime

- Monitor and limit overtime hours with upper caps.
- Introduce flexible working hours or hybrid/remote work options.

Job Satisfaction

- Conduct regular pulse surveys to measure satisfaction.
- Implement employee recognition programs.
- Improve autonomy and role clarity.

Compensation

- Review salary bands for at-risk roles.
- Provide performance-based bonuses or retention incentives.

Commute Issues

- Enable remote or hybrid work for employees who live far away.
- Offer relocation assistance or commuting benefits.

Career Development

- Launch a promotion tracking dashboard.
- Regularly provide training and development programs.
- Assign mentors to employees with longer tenures.

Employee Attrition Prevention Strategy

Retaining Younger Employees

- Offer career planning sessions for employees aged 25-34.
- Create fast-track programs for promotions and development.