

Attrition Prevention Suggestions

1. Improve Retention in First Year

- Strengthen onboarding process with mentorship programs.
- Set clear role expectations and career path discussions.
- Conduct regular 30-60-90 day check-ins.

2. Address High Attrition in 26-35 Age Group

- Offer upskilling programs and leadership training.
- Provide flexible work options and career growth tracks.
- Tailor benefits to mid-career priorities (health, family, etc.).

3. Salary Structure Review

- Reevaluate compensation for employees earning <5K.
- Introduce performance-based bonuses or incentives.
- Benchmark salaries against industry standards.

4. Job Role Specific Strategies

- Assess workload and burnout risks in high-attrition roles.
- Rotate tasks or teams to avoid monotony.
- Offer clear progression within their role.

5. Departmental Focus

- Customize retention plans for departments with higher attrition (e.g., Sales, R&D).
- Increase interdepartmental collaboration and communication.

6. Gender Diversity and Inclusion

- Investigate causes of male attrition.
- Promote inclusive culture and ensure equal opportunities for growth.

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7. Monitor and Act on Feedback

- Regular pulse surveys and anonymous feedback.
- Act transparently on survey outcomes to build trust.

8. Exit Interview Analysis

- Identify common reasons for exit and adjust policies accordingly.
- Use insights to forecast and preempt future attrition patterns.