

## **Attrition Prevention Suggestions**

### **1. Reduce Excessive Overtime:**

Employees working overtime were significantly more likely to resign. Implement fair workload distribution and encourage work-life balance.

### **2. Target Younger Employees (18-30 age group):**

Younger employees showed higher attrition rates. Introduce mentorship programs, career development tracks, and clear promotion policies.

### **3. Address Low Salary Concerns:**

Monthly income was a strong attrition driver. Conduct regular market benchmarking and consider retention bonuses or performance-linked incentives.

### **4. Engage Employees in Sales and HR Departments:**

These departments had higher resignation rates. Conduct anonymous surveys and feedback sessions to uncover and resolve dissatisfaction.

### **5. Monitor Job Roles with High Attrition:**

Roles like Sales Representative and Laboratory Technician showed more attrition. HR should track their engagement and provide personalized growth plans.

### **6. Use Predictive Modeling for Early Intervention:**

Utilize this ML model regularly to flag high-risk employees. Schedule regular HR check-ins for employees at risk and review compensation, roles, or challenges.