

HR Attrition Prevention Report

This report summarizes key findings from the HR Attrition Analysis project and provides actionable suggestions to reduce employee attrition based on data patterns, model results, and explainability analysis (SHAP & Feature Importance).

Key Suggestions to Prevent Attrition:

- ■ ****Reduce Overtime****: High overtime strongly correlates with higher attrition. Encourage better work-life balance.
- ■ ****Improve Job Satisfaction****: Lower satisfaction leads to higher attrition. Conduct surveys and implement employee feedback.
- ■ ****Career Development Opportunities****: Provide promotions, training, and mentorship programs to retain talent.
- ■ ****Department Focus****: Attrition is higher in Sales & HR departments. Target retention strategies in these areas.
- ■ ****Salary Adjustments****: Ensure fair compensation across roles to prevent employees from leaving for better pay.
- ■ ****Support New Employees****: Employees with low years at the company have higher risk. Provide onboarding and early support.
- ■ ****Monitor Age Trends****: Younger employees show higher mobility; implement engagement programs to retain them.