Recommendations for Reducing Employee Turnover

1.After conducting a thorough evaluation, we propose several approaches to mitigate employee turnover:

2.Address Departmental Discrepancies: Examine the elevated turnover rates within specific departments. Determine the underlying factors—such as workload, management style, and career growth opportunities—and take corrective actions.

3,Evaluate Compensation and Benefits: Review turnover data based on salary ranges. Consider modifying salaries, bonuses, or benefits packages, particularly for high-performing individuals in critical roles.

4.Enhance Career Development Pathways: Offer increased opportunities for advancement, promotions, and skill development. Employees in lower-tier positions appear to experience higher turnover rates, so establishing a clear career trajectory may bolster retention.

5.Boost Employee Engagement and Satisfaction: Tackle the challenges identified through correlation analysis. Focus on aspects that are significantly linked to turnover, such as work-life balance, relationships with management, and overall job satisfaction.

6.Targeted Interventions: Utilize SHAP values to pinpoint specific employee characteristics or situations that heighten turnover risk. This approach allows for tailored interventions aimed at employees who are most likely to leave.

7.Regular Performance Evaluations and Constructive Feedback: Establish a routine for providing constructive feedback. Address grievances swiftly and clearly communicate expectations.

8.Feedback Channels and Employee Surveys: Develop avenues for employees to share continuous feedback, which can remain anonymous if needed. Leverage the insights obtained to enhance the workplace and address issues promptly.