Employee Attrition Factors: A Comparative Analysis with Mr. X



Name: Mr. X (Average Employee)

Overtime: No

Business Travel: No

Job Role: Software Developer

Gender: Male

Actionable Recommendations:



Work Life Balance



Promote Career Development



Gender Equity Practices

Overtime

Making employees work overtime increases the odds by 3.8x times



Business Travel

Rare business travel increases the odds of attrition by 2.25x times and frequent travel increases it by 4.72x times

Years since Last Promotion

The odds of attrition increases by **1.3x times for every 5 years** the employee isn't
promoted



Odds of female quitting are **1.3x times lesser** than male

times lesser than maid



Each year the employee stays with the firm, the odds of attrition decreases by 0.8x times, i.e., older employees are less likely to quit