Attrition Prevention Suggestions

Objective:

To reduce employee attrition by identifying key contributing factors and offering actionable prevention strategies.

Insights from Data Analysis

- **High Attrition Departments**: Sales, Research & Development showed higher attrition rates.

- **Job Roles at Risk**: Sales Executive, Laboratory Technician showed elevated attrition.

- **Younger Employees (20–35 years)** had higher resignation rates.

- **Low Monthly Income and Low Job Satisfaction** strongly correlate with attrition.

- **Long Work Hours (OverTime)** had a significant influence on leaving.

- **Lack of Promotions in Last 5 Years** is a key attrition driver.

- **Single employees** are more likely to leave compared to married ones.

Top Predictors of Attrition (from SHAP/Model)

- OverTime

- Age

- Monthly Income

- Job Satisfaction

- Years Since Last Promotion

- Work-Life Balance

- Job Role

- Environment Satisfaction

Attrition Prevention Strategies

A. Work-Life Balance Improvements

- Limit excessive OverTime with proper shift scheduling.

- Introduce flexible working hours and remote work options.

- Offer wellness programs to reduce burnout and stress.

B. Salary and Benefits Adjustments

- Benchmark salaries across job roles and adjust pay scales, especially for junior and sales roles.

- Offer performance-based bonuses or retention allowances for high-risk roles.

C. Recognition and Promotion

- Create transparent and fair promotion criteria.

- Encourage career development planning and offer learning paths.
- Recognize top performers with awards and spot bonuses.

D. Training and Career Growth

- Invest in reskilling and upskilling employees regularly.
- Provide career mentoring programs to align individual and company growth.

E. Departmental Focus

- Focus on Sales and R&D departments with higher attrition.
- Conduct exit interviews to understand department-specific challenges.

F. Employee Engagement

- Conduct regular employee satisfaction surveys.
- Act on feedback from pulse surveys to make continuous improvements.
- Host team-building and employee engagement activities.

G. Targeted Retention of Younger Workforce

- Provide fast-track career options and clear growth paths.
- Offer student loan assistance or training reimbursements.
- Foster a fun, innovative work culture appealing to Gen Z and Millennials.

Conclusion:

By addressing the leading causes of attrition revealed through data and model insights, HR can implement proactive strategies to retain talent, improve morale, and enhance organizational performance.