Business conclusion

After conducting our in-depth analysis of the factors influencing employee turnover at HumanForYou, we identified several main insights and recommendations. The 15% annual turnover rate is negatively impacting project timelines, company reputation, and operational efficiency. Our data-driven approach has helped uncover critical patterns contributing to attrition and provided actionable solutions for improvement.

# Main findings:

## Job satisfaction and work-life balance:

Employees with low satisfaction scores in their job, environment, or work-life balance are significantly more likely to leave the company.

## Salary and Career Growth:

Employees with less promotions and low salary hikes have higher probability of leaving.

## Workload and Managerial Influence:

Employees with low recognition in performance ratings despite having high working hours tend to leave, indicating dissatisfaction with management and workload.

## Commute & Travel Requirements:

Employees who travel frequently or live far from the office show increased turnover, suggesting logistical challenges.

# Recommended Action Plan:

## Enhance Employee Experience:

* Improve Work-Life balance policies with remote work and flexible hours for example.
* Strengthen employee engagement programs to increase job satisfaction

## Career & Compensation Growth:

* Implement clear career progression paths and provide regular performance-based salary hikes.

## Managerial & Workload Improvements:

* Introduce leadershiptrainingprograms to help managers improve employee engagement.
* Optimize workloads to ensure **healthy work-life balance**.

## Strategic Hiring & Retention Initiatives:

* Target candidates are more likely to stay based on key factors identified in the analysis.
* Improve onboarding and mentorship to increase early engagement.

By implementing these strategic initiatives, HumanForYou can significantly reduce employee turnover, improve operational efficiency, and strengthen its reputation in the pharmaceutical industry.

# Disclaimer & Decision-Making Responsibility

This analysis is based on historical data and statistical models. While AI can provide insights, it does not make hiring or firing decisions. The Human Resources (HR) team at HumanForYou is solely responsible for interpreting the results and implementing strategies based on business objectives and ethical considerations. The AI tool is not liable for any employment decisions made using its outputs.