**Problem statement:** Identifying Key Contributors to Elevated Employee Turnover: What are the primary elements within the company leading to increased attrition, and what actionable measures can be implemented to mitigate this trend?

**1st visualization**

**A graph of blue rectangular bars

Description automatically generated with medium confidence**

The bar charts show information, about employee satisfaction and attrition rates in departments of the organization. The first chart presents the job satisfaction levels based on the employee’s status in the company. This visual data highlights that employees who chose to stay with the company (indicated as 'No' for attrition) generally report job satisfaction compared to those who have left (indicated as 'Yes for attrition) indicating a connection between job satisfaction and employee retention.

The second chart illustrates how attrition is distributed across departments with Research & Development having the turnover rate. This suggests that there may be challenges within this department that affect employee tenure. On the other hand, although the Sales department also experiences some turnover it is not as significant as in Research & Development. The Human Resources department has the attrition rate indicating stable job conditions, in this sector.

**Analytical Overview:**

The data reveals that the Research & Development department experiences a rate of employee turnover indicating that there may be specific challenges, within this field. On the other hand, Sales has a lower turnover rate while Human Resources maintains the highest level of employee retention highlighting potential dynamics unique, to each sector that can influence how long employees stay.

**Trend Identification:**

The data indicates that job satisfaction plays a role, in employee turnover within the Research & Development department. This pattern suggests that the conditions, within the department might directly impact employee morale and their inclination to stay with the company.

**Problem Aetiology:**

The increasing trend mentioned here can be attributed to factors, including demanding work schedules, lack of acknowledgment of limited chances, for career growth, and uncompetitive salary offerings. These aspects hold significance in fields, like Research & Development and greatly influence employee satisfaction and their decisions regarding whether to stay in their current job or seek other opportunities.

**Strategic Mitigation Measures:**

To address the issue of staff turnover it is recommended that the organization implements measures to improve employee satisfaction and reduce attrition rates. These measures involve creating customized engagement programs specifically designed for the Research & Development department to boost morale and foster loyalty. Additionally, it is important to establish career advancement paths and provide opportunities, for growth. Ensuring compensation packages for highly sought-after positions is also crucial. Lastly managing workloads to prevent employee burnout and maintain a work-life balance should be a priority (Matilde Lazzari, 2022).

**2nd visualization**

**A graph of a bar chart

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The bar chart provides a representation of the monthly income, across various departments, categorized by attrition status. It reveals differences that can shed light on the reasons behind employee turnover. In the Research & Development (R&D) department, there is a contrast; employees who stay with the company (indicated as 'No' for attrition) have higher total monthly income compared to those who have left ('Yes for attrition). This noticeable difference suggests that insufficient compensation might be one of the reasons why employees decide to leave in R&D where work complexity and demands are higher.

Shifting our focus to the Sales department we can observe a trend although the variations in monthly income are not as pronounced. This indicates that while compensation plays a role in employee turnover other factors may also contribute to attrition within this sector.

On the other hand, when looking at the Human Resources (HR) department there is a slight difference in total monthly income between current and former employees. This implies that factors beyond compensation hold influence over retention decisions, within this department.

**Synthesis and Implications:**

The combination of these observations suggests that compensation plays a role, in employee retention in industries that demand specific skills and involve high levels of stress. These findings support the idea that organizational leaders should reevaluate and potentially adjust their compensation systems to better meet employee expectations and industry standards.

**Strategic Recommendations:**

To mitigate compensation-driven attrition, a multifaceted approach is recommended:

**Competitive Compensation Analysis:** It is important to conduct an evaluation process to guarantee that the compensation, for research and development (R&D) is competitive considering the skill sets needed for this department (Boris Groysberg, 2021).

**Performance-Based Incentives:** We suggest implementing an organized incentive scheme that connects benefits directly to employee performance. This approach will help cultivate a work environment that encourages accomplishment and acknowledges contributions (Wei Liu Y, 2022).

**Transparent Remuneration Policies:** Ensuring honest communication, about how compensation is structured and the opportunities, for earning growth can significantly boost employee satisfaction and loyalty (Chidiebere Ogbonnaya, 2017).

**Ongoing Salary Reviews:** Organizations need to conduct salary evaluations to keep employee compensation competitive, with the market and aligned with company priorities, which ultimately helps retain individuals (Chidiebere Ogbonnaya, 2017).

**3rd Visualization**

**A graph of blue rectangular bars

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The bar charts provided give us an understanding of how the influence of managers and the level of job satisfaction impact employee retention. The data visually shows us that more satisfied employees, with their jobs tend to stay with the company highlighting a link between job satisfaction and employee retention. This pattern is consistent across areas indicating that effective managerial practices and leadership styles play a significant role in whether an employee chooses to stay or leave the organisation.

Upon examination of the data, we can see that job satisfaction varies among employees based on their manager's leadership. Some managers create a work environment that greatly boosts job satisfaction while others differ in former employees' satisfaction levels. This suggests that certain managerial behaviours like promoting communication recognizing contributions, rewarding work, and supporting career growth might be more successful, in creating a positive work experience and improving employee retention rates.

**Problem Identification:**

Based on the data it seems that job satisfaction plays a role, in employee turnover and this might be influenced by the management style or how managers interact with their employees. Certain managers show a difference in job satisfaction, between employees who chose to stay and those who decided to leave. This suggests that management is an area that requires attention and improvement.

**Problem Explanation:**

The way managers handle their responsibilities can have an impact, on how satisfied employees are with their jobs. For example, managers who encourage communication acknowledge and appreciate their team members' efforts and help them grow professionally usually have teams that are happier with their work. On the other hand, managers who neglect these aspects may unknowingly contribute to rates of employee turnover. The differences in job satisfaction levels, among managers shown in the chart highlight how much management can affect keeping employees in the company.

**Solution Recommendation:**

**Management Training:** Introducing management training programs designed to develop leadership skills that foster a positive and supportive team environment. These programs will prioritize the improvement of communication abilities, conflict resolution strategies, empathy, and motivational techniques (Chopra-McGowan, 2022).

**Regular Feedback Mechanisms:** Implementing organized channels, for feedback that encourage constructive communication, between employees and management. This system aims to not resolve any concerns or issues but to acknowledge and enhance positive experiences and interactions in the workplace (Somasundaram, 2004).

**Recognition Schemes:** Implementing recognition programs that publicly recognize and commemorate both individual and team achievements is crucial. These initiatives can take forms from awards to more casual acknowledgments to nurture a culture of appreciation (Chopra-McGowan, 2022).

**Career Development:** Managers need to go beyond being supervisors and act as advocates, for their team members' career goals. By supporting the growth of their team through mentoring and offering clear opportunities for advancement managers have a significant impact on job satisfaction and employee retention (Chopra-McGowan, 2022).

# References

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