

# STRATEGIC RECOMMENDATIONS: REDUCING EMPLOYEE ATTRITION

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## 1. Executive Summary

The predictive model and data analysis indicate that employee turnover is largely driven by compensation disparities, lack of career growth, and work-life balance issues. The following actionable strategies are proposed to mitigate these risks.

## 2. Key Action Plans

### A. Compensation Correction 💰

- **Observation:** High attrition rate detected in employees earning below the market median.
- **Action:** Conduct a salary benchmarking survey and adjust the pay scales for entry-level and mid-level roles to remain competitive.

### B. Work-Life Balance & Burnout Prevention ⚖️

- **Observation:** Employees working 'Overtime' are **2x more likely** to resign.
- **Action:**
  - Implement a "**Compensatory Off**" policy for overtime hours.
  - Introduce flexible login hours for **R&D** and **Sales teams**.

### C. Career Development Pathways 📈

- **Observation:** Employees with **0 promotions in 3 years** show a 40% higher churn risk.
- **Action:**
  - Mandatory quarterly career discussions between **managers** and **subordinates**.
  - Launch an "**Internal Job Posting (IJP)**" portal to allow lateral movement within the company.

### D. Department-Specific Engagement (Sales Team) 🎯

- **Observation:** The **Sales** department has the highest attrition rate.
- **Action:** Introduce performance-based spot incentives and "**Sales Champion**" recognition programs to boost morale.

-----THANK YOU-----