

STRATEGIC RECOMMENDATIONS: REDUCING EMPLOYEE ATTRITION

Project: HR Analytics | Intern: Md Salman Farsi

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-----