# Attrition Prevention Report

This report provides key insights into employee attrition and actionable suggestions to prevent future resignations based on analytics and model predictions.

Top Factors Contributing to Attrition:

1. High overtime frequency

2. Low salary bands

3. Lack of recent promotions

Recommendations:

- **Manage Workload:** Limit excessive overtime to avoid burnout and improve employee satisfaction.

- **Salary Adjustments:** Regularly review compensation structures, especially for employees in lower bands.

- **Career Progression:** Implement transparent and frequent promotion pathways to motivate long-term retention.

Next Steps:

- Use Power BI dashboard to monitor attrition trends.

- Target departments with high attrition rates.

- Schedule feedback sessions with high-risk employees as flagged by the predictive model.

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