Attrition Prevention Suggestions

1. **Reduce Overtime Pressure**

Overtime is the most important attrition factor. Balance workloads and promote work-life harmony.

2. **Targeted Retention Plans**

Employees in Sales and R&D roles showed higher attrition. Improve engagement and incentives.

3. **Adjust Salary Bands**

Employees earning below average are more likely to leave. Consider salary revisions.

4. **Early-Career Development**

Provide mentorship and clear growth paths for new employees.

5. **Job Role Alignment**

Help employees understand expectations, offer internal mobility for misaligned roles.