

Employee Attrition Report

Demographic | Compensation | Job Role | Satisfaction | Tenure

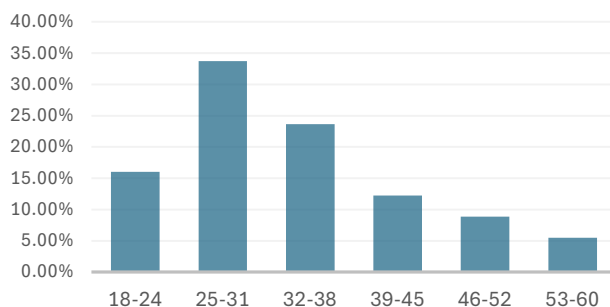
16.12
Overall Attrition

147
Total Employees

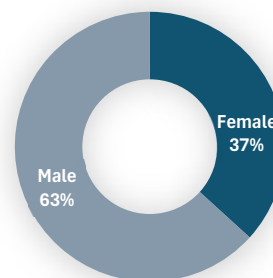
237
Total Attrition

Demographics

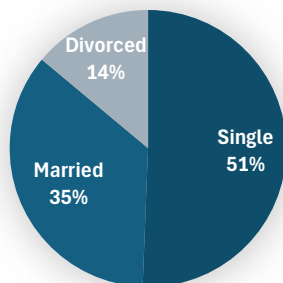
ATTRITION RATE BY AGE GROUP



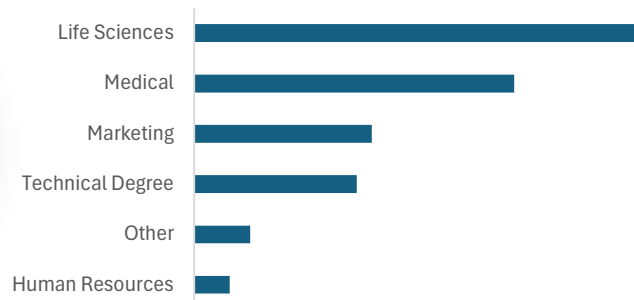
ATTRITION RATE BY GENDER



ATTRITION RATE BY MARITAL STATUS



ATTRITION RATE BY EDUCATION FIELD



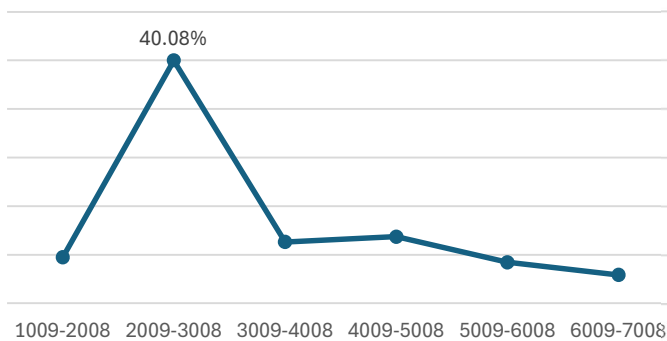
Retention risk is heavily concentrated among young, unattached, and early-career starters, particularly:

- **Age 25-31** (highest rate at 33.76%).
- **Male, Single** employees.
- Those with a **Bachelor's Degree** (Level 3) and a background in **Life Sciences** or **Medical** fields.

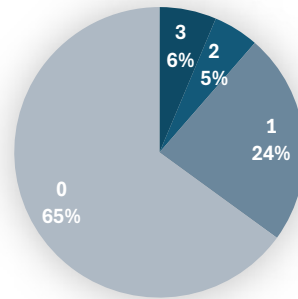
This profile suggests the company is facing a **"stepping-stone" attrition problem** where highly sought-after, early-career talent is leaving, indicating a critical need to **prioritize retention strategies for employees in their late 20s/early 30s** and enhance career development/anchoring mechanisms for this key segment.

Compensation & Financial Drivers

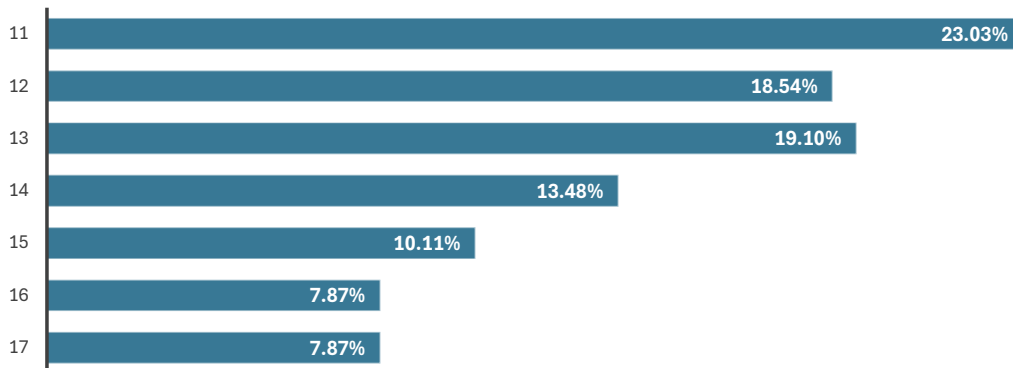
ATTRITION BY MONTHLY INCOME



ATTRITION BY STOCK OPTION LEVEL



ATTRITION BY SALARY HIKE (%)



The core attrition problem is **critically driven by a failure in creating financial anchors**, manifesting across three key areas of compensation and incentive: **Immediate Pay, Growth Recognition, and Long-Term Incentives**.

Key Financial Failure Points

- **Crisis in the \$2k-\$3k Income Tier:** An unacceptable **40.08% attrition spike** is concentrated in the junior/mid-level income band (\$2,009 - \$3,008), indicating a **catastrophic retention failure** immediately following the entry level.
- **Lack of Recognition:** Low **Salary Hikes (11%-13%)** directly correlate with the highest turnover rates (up to 23.03%), confirming that **perceived low financial growth** pushes employees to leave.
- **Zero-Stock-Option Flight Risk:** Employees with **zero Stock Options (Level 0)** exhibit an **overwhelming 65% attrition rate**, highlighting that even minimal long-term incentives are a **critical, non-negotiable retention tool**.

Actionable Focus

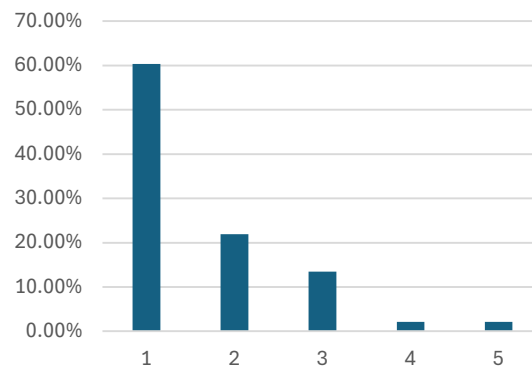
Retention strategy requires a **three-pronged financial intervention**: **1)** Re-evaluating compensation bands and growth paths for the **\$2k-\$3k income group**; **2)** Increasing the **minimum acceptable salary hike** to signal recognition; and **3)** Urgently implementing **minimal stock option/vesting programs** for all employees to create long-term financial friction.

Job & Role Structure

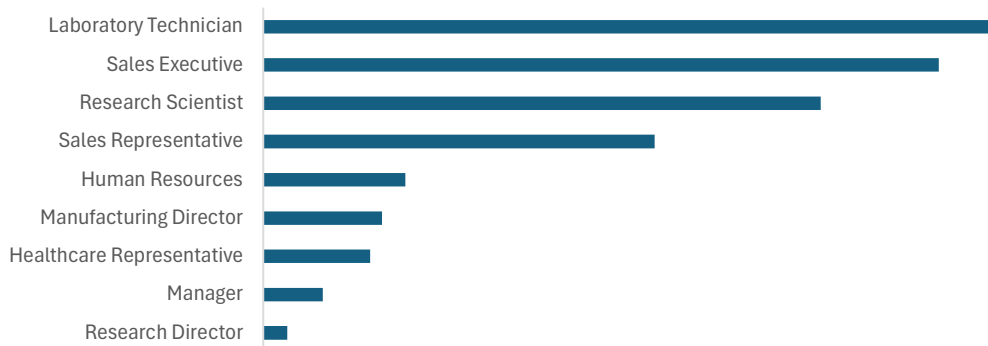
ATTRITION BY DEPARTMENT



ATTRITION BY JOB LEVEL



ATTRITION BY JOB ROLE



Attrition is primarily a **structural failure concentrated in the career pipeline for technical staff** and is highly localized to specific departments, roles, and job levels.

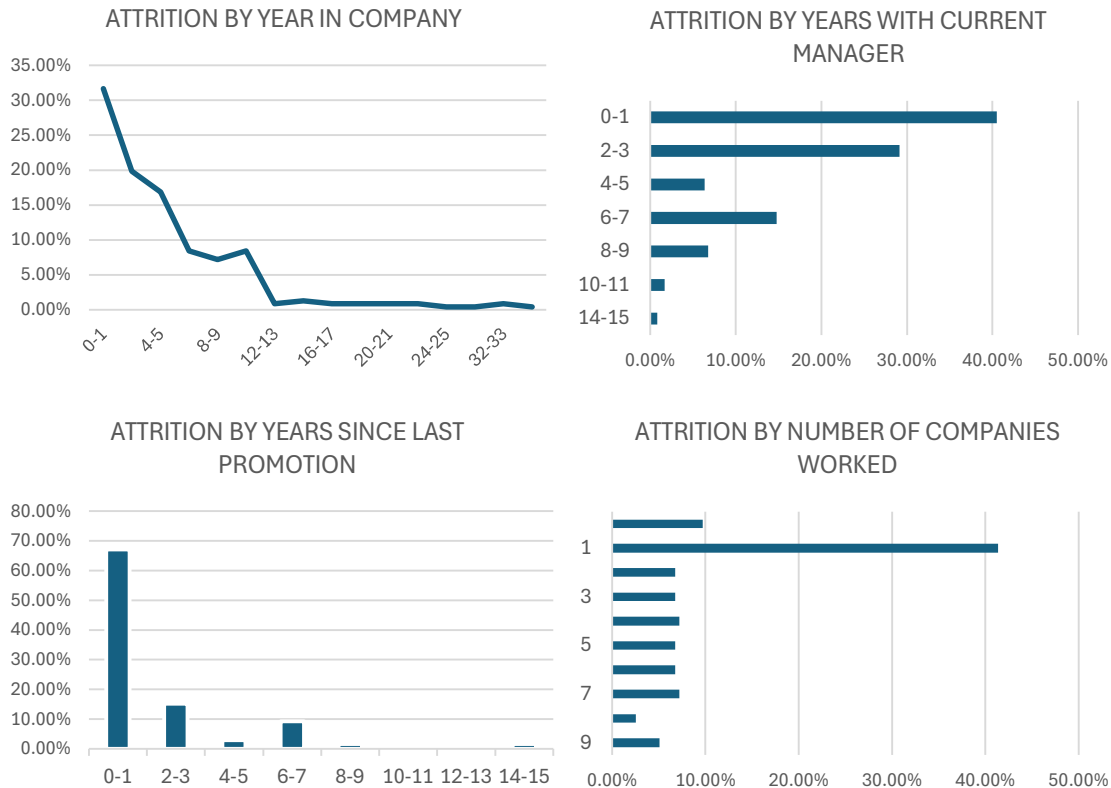
Core Structural Weaknesses

- **Departmental Crisis:** The problem is localized, with **Research & Development (56%)** and **Sales (39%)** departments accounting for the overwhelming majority of turnover.
- **Role-Based Leaks:** The highest-risk roles are the **core hands-on execution roles** (Laboratory Technician, Sales Executive, Research Scientist), suggesting dissatisfaction among the company's operational workforce.
- **Career Stagnation:** The issue is overwhelmingly an **Entry-Level Crisis**, with **over 60% of all turnover occurring at Job Level 1**. This confirms employees are leaving due to a perceived lack of rapid advancement past the foundational role.

Actionable Focus

The company must urgently **decongest the Job Level 1 pipeline** in R&D and Sales. This requires implementing clear, accelerated promotion criteria and training programs specific to **Laboratory Technicians, Research Scientists, and Sales Executives** to prove a viable, visible growth path out of the foundational level.

Tenure & Progression



Attrition is highly concentrated in a **Critical Retention Window of 0-3 years across all tenure and career progression metrics**, indicating a failure to effectively integrate and anchor employees in their early stage.

Key Volatility Points

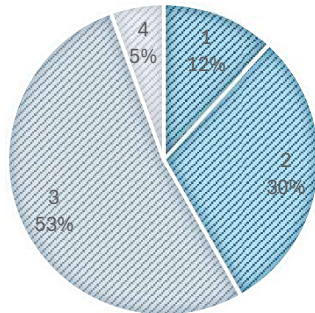
- **Early Exit Risk:** Attrition peaks sharply at **31.65% within the first year** at the company and **40.51% with the same manager** for less than a year, confirming early tenure and managerial relationships are immediate failure points.
- **Post-Promotion Volatility:** Recent promotions (**0-1 years**) correlate with the highest attrition rate (**67.09%**), suggesting that promotions alone are insufficient and may lead to **unmet expectations or increased pressure/burnout**.
- **First-Job Instability:** First-time job holders (**1 company worked**) have a **41.35% attrition risk**, indicating early career professionals lack sufficient fit or support.

Actionable Focus

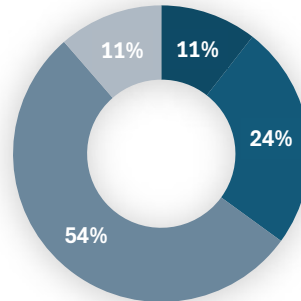
Retention efforts must be **hyper-focused on the first 1-3 years of employment**. This requires: **1) Enhancing early-tenure support and onboarding**; **2) Prioritizing manager continuity/training**; and **3) Implementing dedicated post-promotion support** and expectation management to secure long-term commitment.

Satisfaction & Environment

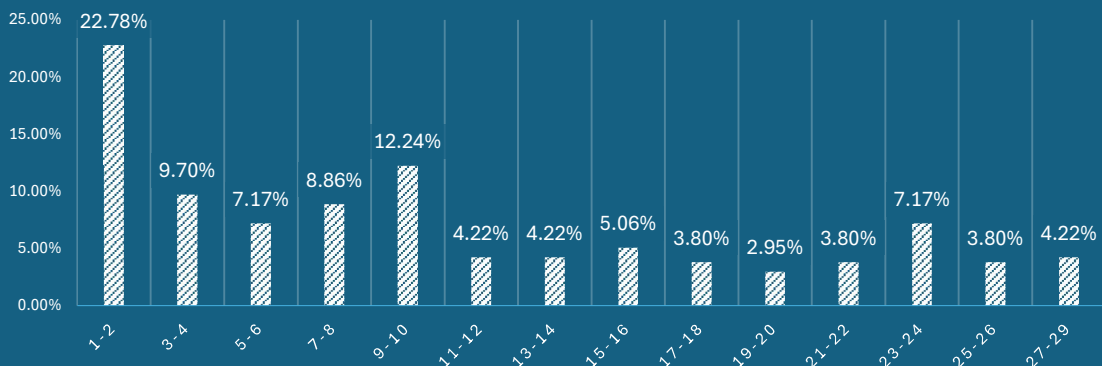
ATTRITION RATE BY JOB INVOLVEMENT



ATTRITION RATE BY WORK-LIFE BALANCE



ATTRITION RATE BY DISTANCE FROM HOME



Attrition is highest among employees who feel **moderately involved (52.74%)** or have **moderate work-life balance (53.59%)**. This volatility in the "middle ground" (Rating 3) indicates a severe risk of **disengagement and burnout**.

Core Triggers

- **Moderate Engagement:** Scores of 3 for Job Involvement and Work-Life Balance are the **highest flight risks**, suggesting uncertainty and struggle rather than clear satisfaction or dissatisfaction.
- **Short Commute Risk:** High turnover in the **1-2 mile commute range (22.78%)** likely reflects instability in early-career, entry-level roles.

Actionable Focus

Target employees with moderate scores (Rating 3) in involvement and WLB with **proactive check-ins** to address **burnout and role uncertainty**, preventing moderate dissatisfaction from becoming an exit.

Executive Summary: A Structural Attrition Crisis

The company's high turnover is a **structural crisis**—not a cultural one—focused on high-potential technical and sales staff who are leaving because they lack **financial incentives** and a **clear path for promotion**.

The High-Risk Attrition Profile (WHO is Leaving)

They are **young, single, male, and educated** (Bachelor's degree), often in technical or medical fields. They work in **entry-level roles (Job Level 1)** in **R&D or Sales** (e.g., Lab Techs or Sales Execs). They leave **quickly**—usually within their **first three years**—sometimes right after getting a promotion.

The Primary Root Causes (WHY They are Leaving)

💰 Financial Failures (The "Lack of Friction")

- **The Critical Pay Gap:** The highest turnover (40%) happens to employees earning roughly **\$2,000 to \$3,000** per month. This means we're failing to hold onto our **junior/mid-level salaried staff**, not just the lowest-paid workers.
- **No Long-Term Incentive:** Not giving **stock options** is fatal. Employees with **zero stock options have a 65% chance of leaving**. This is our biggest financial flaw.
- **Poor Recognition:** Employees who get the smallest raises (11% to 13%) are leaving, proving they feel **undervalued** and aren't being financially recognized for their work.

🚧 Structural Failures (The "Blocked Pipeline")

- **Entry-Level Trap:** **60% of all turnover** is from people stuck at **Job Level 1**. They are leaving because the path to a promotion (Level 2) is too slow or unclear.
- **R&D and Sales are Bleeding:** Over **95% of the problem** is concentrated in **R&D (56%)** and **Sales (39%)**. These departments need immediate help.
- **Promotions Don't Work:** People often quit **right after a promotion**. This suggests the promotion was either too late or didn't meet their expectations for salary or responsibility.

Conclusion and Strategic Recommendation

Our problem isn't random dissatisfaction; it's a **major leak of young technical staff in R&D and Sales**. To fix this, we must stop using generic programs and start making **targeted changes to our finances and career structure**.

Key Recommendations

- **Offer Stock Options Now:** Give a minimum Level 1 stock option grant to all high-risk, entry-level staff (Level 1, \$2k-\$3k pay band). This acts as a necessary **financial anchor**.
- **Speed Up Promotions:** Create a faster, formal promotion path from **Level 1 to Level 2** specifically in R&D and Sales, making sure the promotion includes a **significant raise**.
- **Engage "Average" Performers:** Focus manager attention and coaching on employees with **moderate (Rating 3) satisfaction scores** (Job Involvement, Work-Life Balance) as they are the most likely to be silently disengaged and leave.
- **Build Early Stability:** Strengthen our **onboarding process and management consistency** to build stable employee-manager relationships during the critical first year.