**🧠 Attrition Prevention Suggestions**

***Based on Insights from HR Analytics Dashboard***

**📌 1. Department-Wise Focus**

* **Sales Department:**  
  High attrition observed — focus on incentives, achievable targets, and better onboarding.
* **Research & Development:**  
  Largest employee base; introduce long-term growth programs to prevent brain drain.
* **Human Resources:**  
  Smaller team but still showing signs of attrition — address internal conflicts or workload issues.

**📊 2. Insights from Dashboard Visuals**

* **Pie Chart on Attrition:**  
  Shows 56% of total attrition came from Research & Development, followed by Sales.
* **Common Patterns:**  
  High attrition in departments with fast-paced work or limited growth perception.

**🛠️ 3. Key Recommendations**

| **Area** | **Action Plan** |
| --- | --- |
| 🧩 **Work-Life Balance** | Introduce flexible work hours, remote options, and mandatory breaks. |
| 💼 **Career Growth** | Transparent promotion policies, internal job rotation programs. |
| 💬 **Employee Feedback** | Regular one-on-one check-ins, anonymous surveys. |
| 🧠 **Mental Health** | On-site counselor availability, burnout workshops. |
| 📈 **Compensation** | Align salary hikes with industry benchmarks; reduce pay disparity. |

**🔍 4. Use Data for Proactive Action**

* Predict high-risk attrition groups using features like **OverTime, JobSatisfaction, MonthlyIncome**.
* Visualize trends quarterly and trigger retention campaigns before spikes occur.
* Sandhya burje