

# Preventing Employee Attrition - Strategic Recommendations

## 1. Executive Summary

This report outlines strategic recommendations to reduce employee attrition based on insights from data analysis and machine learning models. Identifying and addressing key drivers of attrition is critical for improving employee retention and business performance.

## 2. Key Drivers of Attrition

- Low job satisfaction
- Work-life balance issues
- Overtime and long work hours
- Poor relationship with managers
- Limited growth opportunities

## 3. Recommendations

- Implement Flexible Working Hours: Reduce burnout and minimize excessive overtime.
- Boost Job Satisfaction: Introduce employee recognition programs and regular feedback.
- Career Development Paths: Provide upskilling, promotions, and mentoring opportunities.
- Improve Managerial Relationships: Conduct leadership training for supervisors.
- Targeted Retention Plans: Focus retention strategies on high-risk departments or roles.

## 4. Action Plan

Action	Department	Timeline	KPIs
Work-Life Program	HR	Q3 2025	Attrition Rate down by 10%
Leadership Training	L&D	Q4 2025	Manager Feedback up by 20%
Career Path Framework	HR	Q1 2026	Internal Mobility up

## 5. Appendix

## **Preventing Employee Attrition - Strategic Recommendations**

- Feature Importance Plot (from model)
- Model Performance Summary (Accuracy, F1-Score, Confusion Matrix)

End of Report.