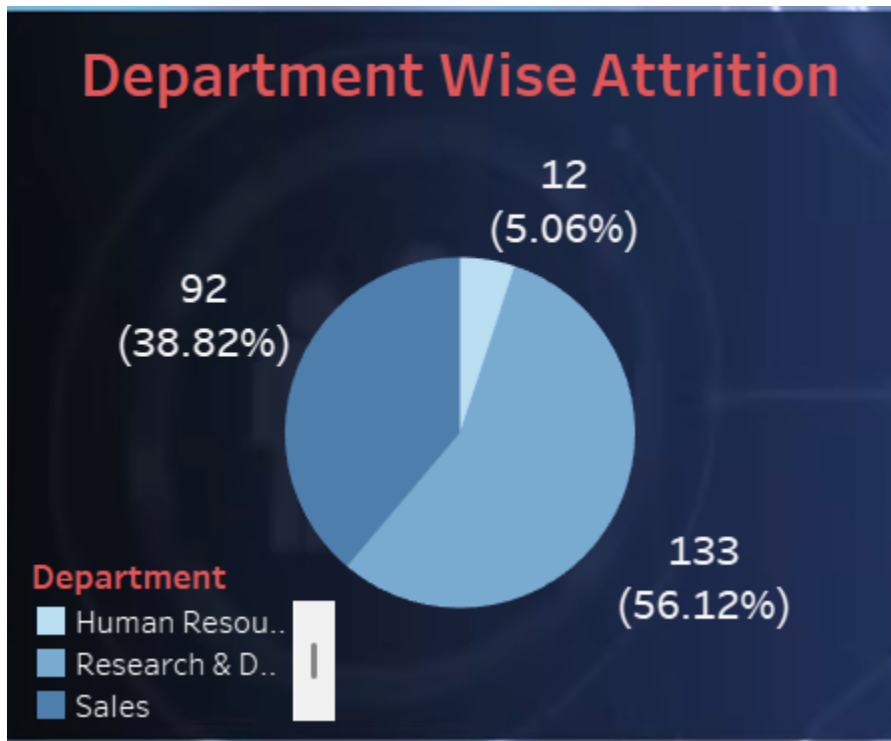
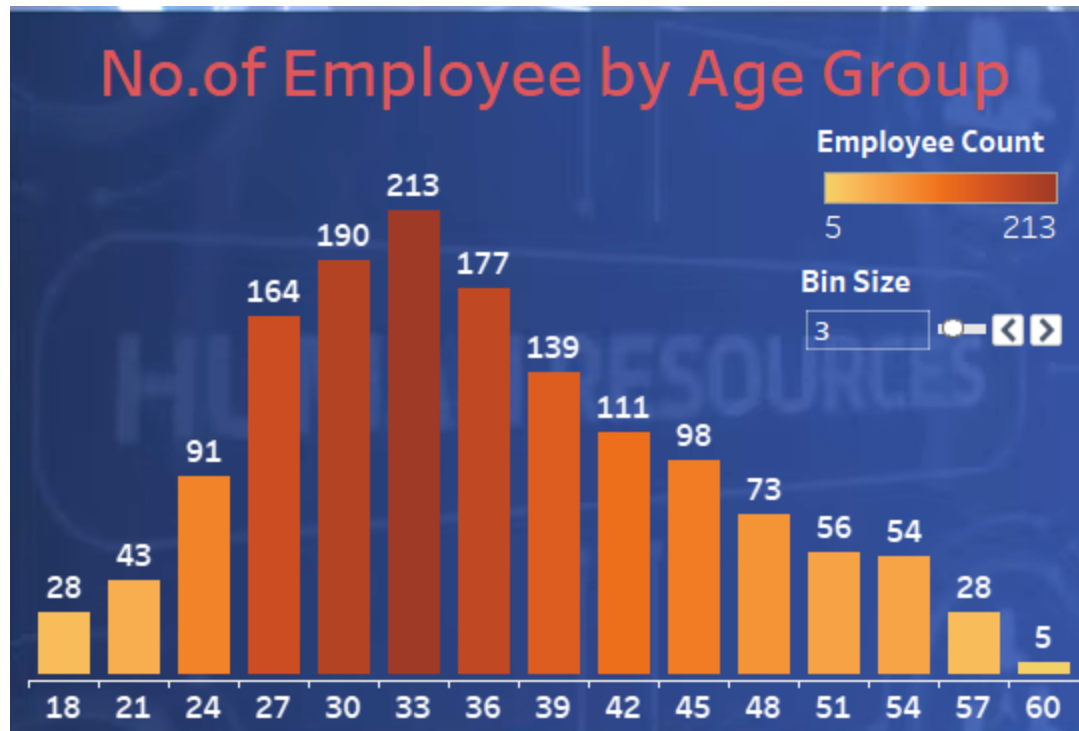


Attrition Prevention Suggestions



1. For Sales, focus on reducing pressure through achievable targets, sales training, and performance-based rewards. For R&D, consider promoting innovation-friendly culture, research autonomy, and career advancement opportunities to retain skilled employees.

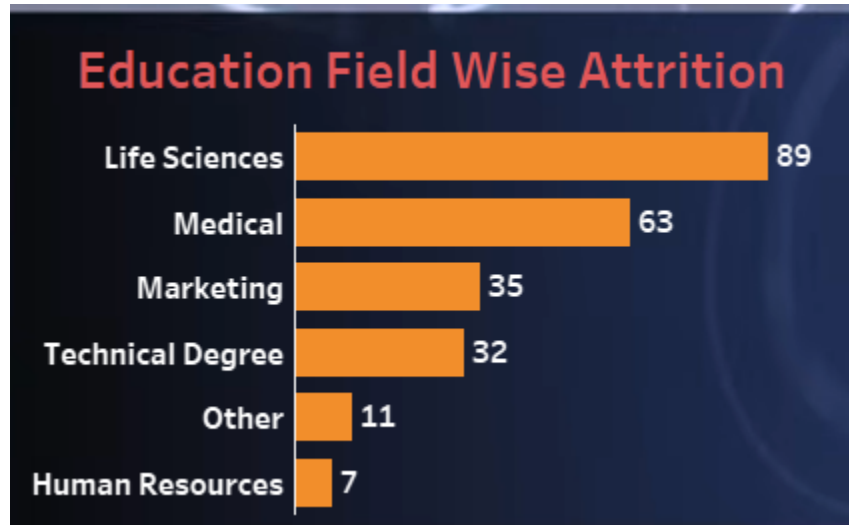


- Offer mid-career professionals (30–36 years old) with development programs, leadership training, and mentoring. To improve retention among older employees, offer flexible work options, recognition initiatives, and enhanced health benefits.

Job Satisfaction Rating

| Job Role | Job Satisfaction | | | | Grand T.. |
|--------------------------|------------------|-----|-----|-----|-----------|
| | 1 | 2 | 3 | 4 | |
| Healthcare Representat.. | 26 | 19 | 43 | 43 | 131 |
| Human Resources | 10 | 16 | 13 | 13 | 52 |
| Laboratory Technician | 56 | 48 | 75 | 80 | 259 |
| Manager | 21 | 21 | 27 | 33 | 102 |
| Manufacturing Director | 26 | 32 | 49 | 38 | 145 |
| Research Director | 15 | 16 | 27 | 22 | 80 |
| Research Scientist | 54 | 53 | 90 | 95 | 292 |
| Sales Executive | 69 | 54 | 91 | 112 | 326 |
| Sales Representative | 12 | 21 | 27 | 23 | 83 |
| Grand Total | 289 | 280 | 442 | 459 | 1,470 |

3. For roles with low satisfaction like Sales Executive and Lab Technician, consider conducting role-specific surveys to identify pain points. Improve working conditions, provide clear career progression, and introduce performance-based incentives to enhance satisfaction and reduce attrition risk.

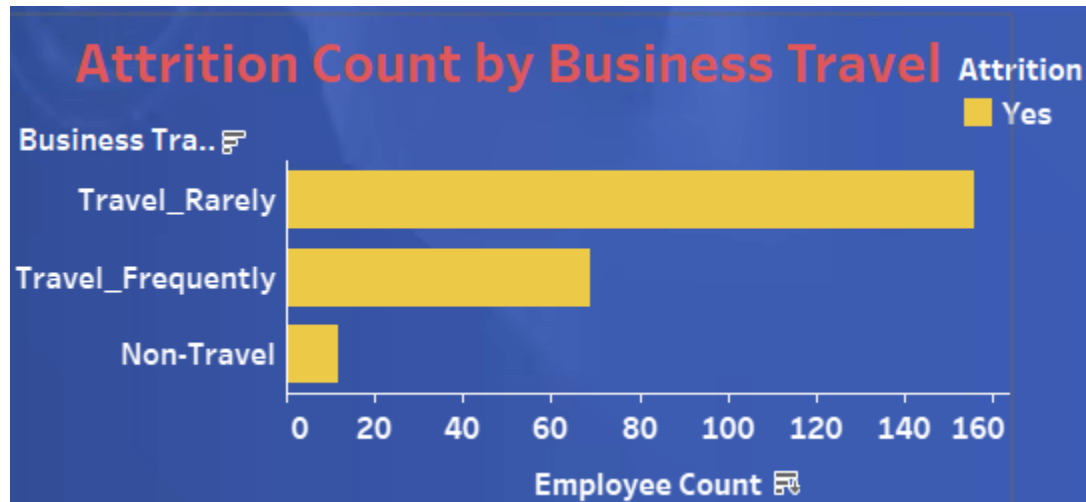


4. To retain talent from Life Sciences and Medical fields, offer targeted upskilling programs, clear career advancement paths, and mentorship opportunities. These measures can boost engagement and reduce attrition from these highly specialized backgrounds.



5. To decrease employee attrition, organizations should:
 - Establish clear and consistent promotion schedules.

- Implement advancement based on performance.
- Recognize and reward employee contributions. Creating transparent growth opportunities can boost retention and employee morale.



6. To reduce attrition, organizations should evaluate the burden and purpose of business travel. Offering flexibility, travel incentives, or remote alternatives can help mitigate burnout and improve work-life balance, especially for those who travel occasionally or frequently.