Employee Attrition Prevention Suggestions

Project: HR Analytics - Predicting Employee Attrition

Objective: Use data analytics to identify key factors leading to employee resignation and recommend actionable strategies to reduce attrition.

Key Findings:

1. **OverTime is a Major Attrition Driver**
   Employees working frequent OverTime have a significantly higher attrition rate.

2. **Low Job Satisfaction Leads to Resignations**
   Employees with Job Satisfaction ratings of 1 or 2 are more likely to leave.

3. **Work-Life Balance is Critical**
   Employees rating Work-Life Balance as "Bad" (1) have a higher attrition tendency.

4. **Monthly Income & Attrition**
   Attrition is higher among employees in the lower salary bands.

5. **Recent Promotions Influence Retention**
   Employees who haven't been promoted for several years are more prone to resign.

Attrition Prevention Suggestions:

1. Monitor & Reduce OverTime Load

- Track departments with excessive OverTime hours.

- Optimize workloads and encourage managers to distribute tasks evenly.

- Implement policies to control mandatory OverTime.

2. Enhance Job Satisfaction Programs

- Conduct regular employee feedback surveys.

- Offer clear career progression paths.

- Recognize and reward employee achievements.

3. Improve Work-Life Balance Initiatives

- Flexible work hours and remote working options.

- Organize wellness programs and stress-relief activities.

4. Review Compensation Structures

- Reevaluate salary structures for lower income bands.

- Provide performance-based incentives.

5. Promotion & Career Development

- Identify employees who haven't been promoted for 3+ years.

- Provide skill development and upskilling programs.

- Create transparent promotion criteria.

Conclusion

Predictive analytics indicates that OverTime, Job Satisfaction, Work-Life Balance, Salary, and Promotions are key factors influencing attrition. By addressing these areas with targeted HR strategies, the company can significantly reduce employee turnover.