

Employee Attrition Prevention Suggestions

Insights from HR Data Analysis:

1. Sales and Support departments show higher attrition.
2. 'Low' salary band employees are more likely to leave.
3. Lack of promotion >3 years correlates with higher resignation.
4. Low satisfaction (<0.4) is a key indicator.
5. Poor work-life balance is linked to attrition.

Prevention Strategies:

1. Boost morale in high-risk departments with engagement activities.
2. Offer competitive salaries to reduce low-band exits.
3. Promote deserving long-term employees.
4. Monitor satisfaction via quarterly surveys.
5. Offer flexible work for better balance.

Recommendations for HR Team:

- Use predictive analytics to flag high-risk staff monthly.
- Refine policies based on exit interviews.
- Visualize trends in Power BI for proactive HR strategy.