

Attrition Prevention Strategies

1. **Reduce Overtime Load** – Overtime employees show higher attrition → introduce shift rotation & workload balancing.
2. **Revise Salary Bands** – Technical, Medical, Life Sciences employees contribute high income but also high attrition → adjust pay to market standards.
3. **Role-Specific Retention Plans** – High-risk roles like Lab Technicians, Research Scientists need clearer career paths and faster promotions.
4. **Improve Work–Life Balance** – Travel-heavy employees face stress → offer travel allowances and virtual meeting alternatives.
5. **Strengthen R&D Engagement** – R&D has the largest workforce → launch innovation rewards, research development programs.
6. **Address Mid-Career Stagnation** – Salary dips after certain years → offer skill-based increments and internal job mobility.
7. **Enhance Performance-Based Hikes** – Max hike is only 25% → introduce differentiated hike brackets for top performers.
8. **Gender-Focused Policies** – Gender imbalance in attrition → offer flexible schedules, parental support, and safety initiatives.
9. **Retention Programs for Key Education Fields** – Life Sciences, Medical & Technical Degree show major attrition → offer certification sponsorships.
10. **Regular Stay Interviews** – Conduct quarterly feedback & stay interviews to detect dissatisfaction early.