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# EMPLOYMENT FACTORS AND ATTRITION

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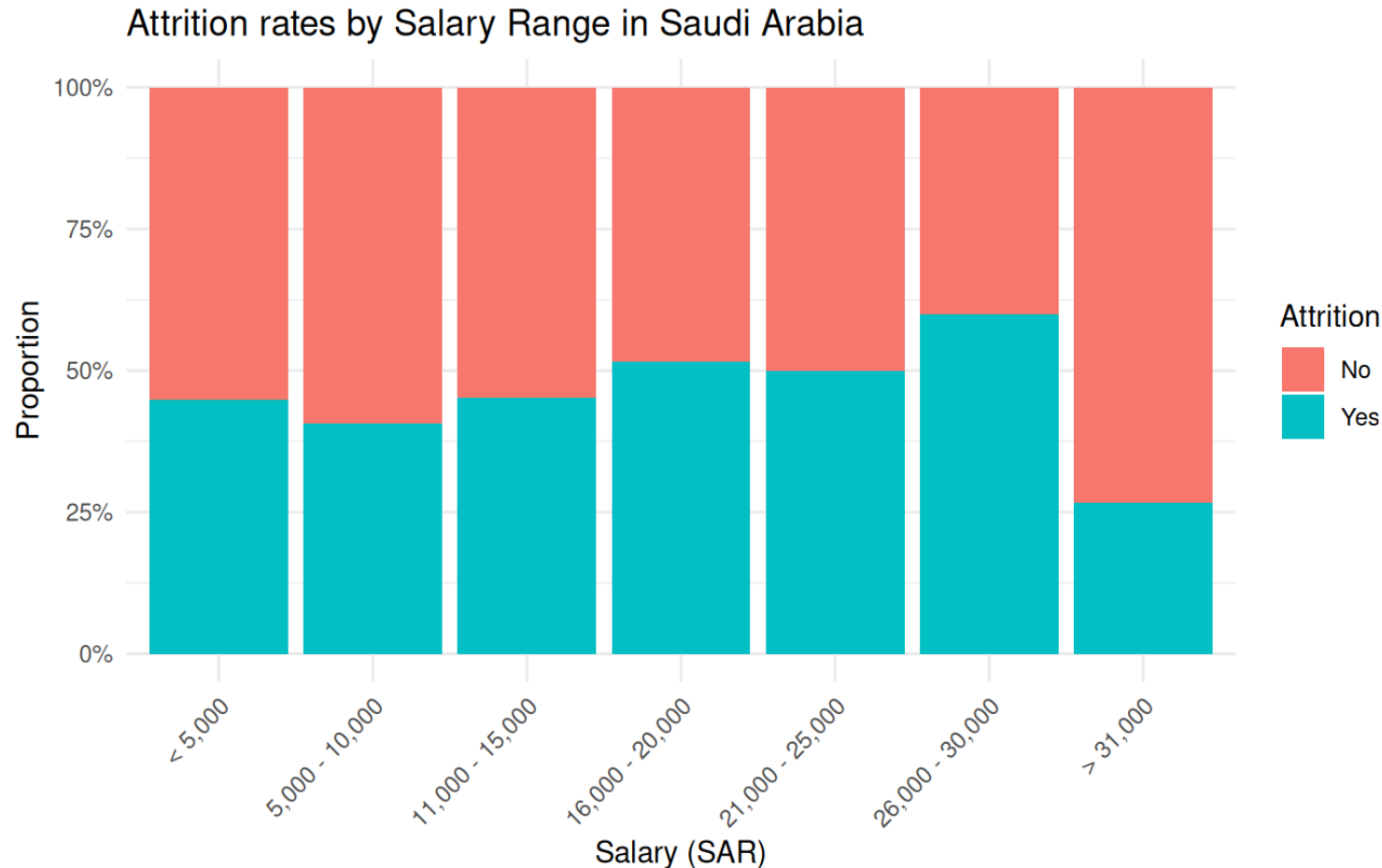
# Topic: Saudi Employee Attrition

- Attrition: the natural loss of employees over time
- Data collected via online survey of 1,200 employees in various Saudi Arabian companies
  - Mendeley Data (Alqahtani, 2025)
- 34 qualities from earlier studies on employee turnover
  - Focus: attrition, departments, promotion fairness, job satisfaction
- Life after graduation
  - Our interests: what do people value when seeking jobs

# Research Question

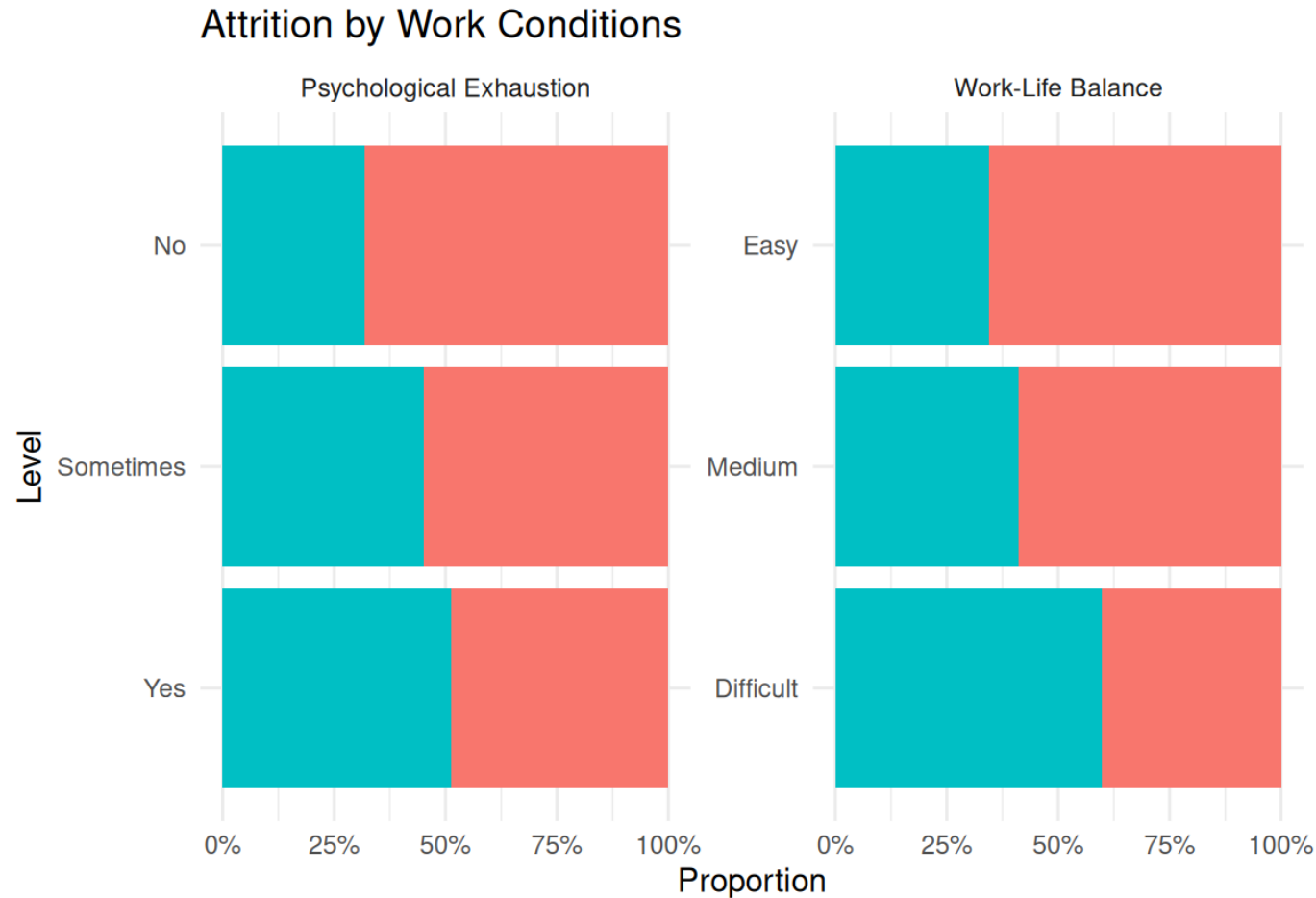
- Research aim: better understand the influences behind and by-products of attrition and employee satisfaction
- What is the relationship between different job factors and attrition?
  - Salary, work conditions, satisfaction

# Attrition and Salary



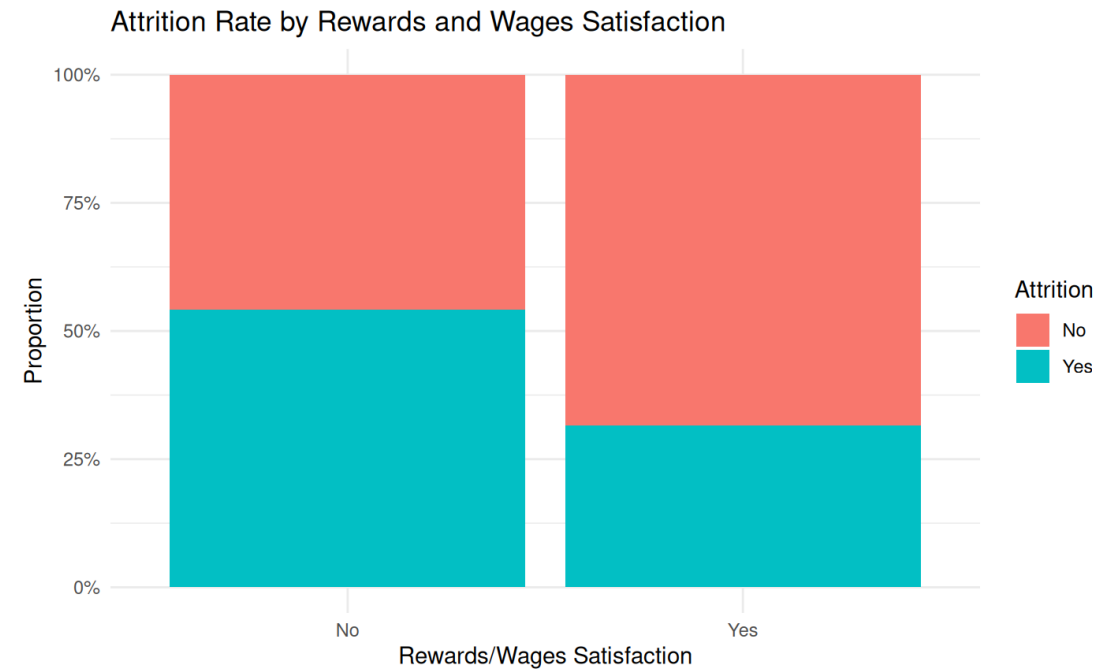
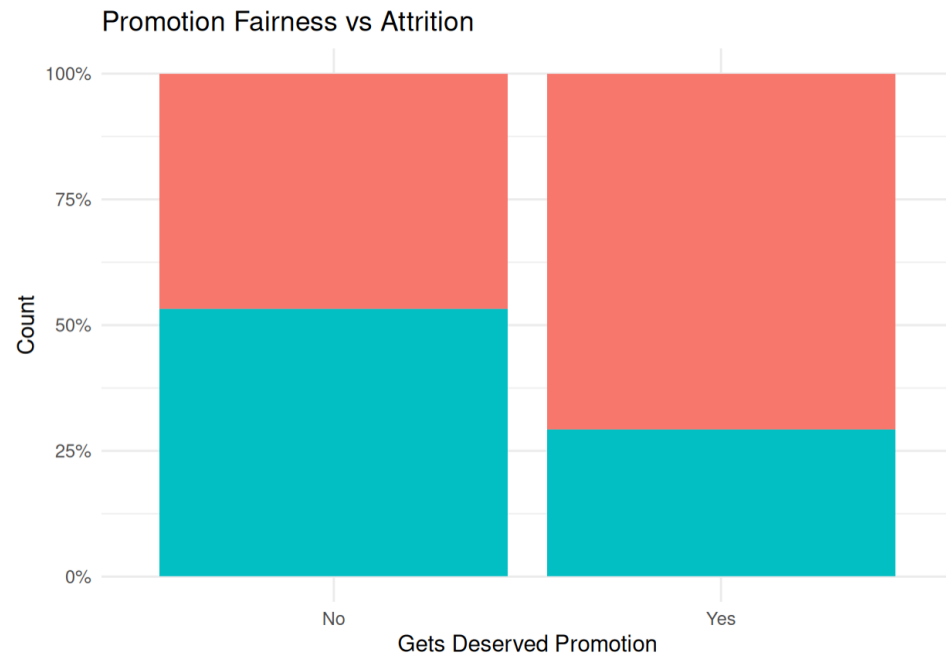
- Contrary to what we initially hypothesized, the salary/attrition relationship is not necessarily negative.
- Higher salary does not always correlate to lower attrition rates

# Attrition and Work Conditions



- Low work-life balance and high exhaustion influences attrition
- Many employees who reported psychological exhaustion and difficult work-life balance attritted

# Attrition and Benefits



- Those who received promotions and those who were more satisfied were more likely to stay at their jobs

# Conclusions/discussion

- Dissatisfied employees (pay or working conditions) attrit at higher rates
- Limitations:
  - Survey – voluntary response bias, relatively small dataset
- Future work:
  - Greater sampling
  - Regression analysis/model building
    - Predict employee attrition rates with identified factors
  - Which factor has the **strongest** relation to attrition?