



Reducing Infant Attrition: Building Stronger Talent Alignment

How big is the challenge?

25% of MBA hires from **Top-10** colleges left within **3-6 months** as per reports

Early exits inflate hiring costs, weaken leadership pipelines, & erode culture

What's driving early exits?

- Expectation-Reality Gaps: Overpromised roles, mismatched culture
- Weak Onboarding & Mentorship: First 90 days lack structure and guidance
- Growth & Pay Concerns: Career paths unclear, compensation gaps surface
- Work-Life & Management Stressors: Rigid policies, ineffective leadership
- External & Personal: Competitive market, relocation, caregiving responsibilities



What are organizations doing differently?

- Realistic job previews & transparent role communication
- Motivation and values-based hiring assessments
- Structured onboarding with mentors and buddy systems
- Visible career ladders & competitive benchmarking
- Flexible work policies & wellness programs
- Strong employer value propositions to engage talent early
- Support programs for relocation and caregiving



What changes when retention begins on day one?

Industry benchmarks show that when companies align hiring with structured onboarding:

- Up to 45% reduction in infant attrition within a year
- Around 35% improvement in applicant quality
- Up to 30% faster time-to-hire
- Stronger cultural integration scores in onboarding feedback



The People Konnect Perspective

At People Konnect, we see recruitment as more than a transaction -it's a partnership. By embedding cultural due diligence, motivational mapping, and onboarding advisory via the **30-60-90 day** framework into Executive Search, we help organizations reduce early exits and build sustainable talent pipelines.

We've also applied this philosophy in our second career programmes - '**While You Were Away**' and 'Back to the Front, where structured touchpoints helped women professionals returning to work reintegrate with confidence. The same approach, adapted for campus recruits, ensures they feel supported, included, and ready to thrive right from the time they join.