**Abstract:**

Bill Gates was once quoted as saying,

“You take away our top 20 employees and we [Microsoft] become a mediocre company”.

His statement cuts to the core of a major problem: employee attrition. This problem can be attributed to dissatisfaction to various aspects of a job, like career aspirations, work location, salary, performance management, job satisfaction, managers and many more.

Employee attrition has been identified as a key issue for organizations because of its adverse impact on work place productivity and long term growth strategies. It is a major cost to an organization. Some costs are tangible such as training expenses and the time it takes from when an employee starts to when they become a productive member. However, the most important costs are intangible, such as new product ideas, great project management, or customer relationships. To reduce the cost of attrition, organizations need to ensure that employees’ aspirations are met.

Employee attrition control is critical to the long term health and success of any organization. An organization is only as good as its employees, and these people are the true source of its competitive advantage.

Accurate predictions enable organizations to take action for retention or succession planning of employees.