1.Employee Attrition Analysis

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       In this paper, we analyzed the dataset IBM Employee Attrition to find the main reasons why employees choose to resign. Firstly, we utilized the correlation matrix to see some features that were not significantly correlated with other attributes and removed them from our dataset. Secondly, we selected important features by exploiting Random Forest, finding monthlyincome, age, and the number of companies worked significantly impacted employee attrition. Next, we also classified people into two clusters by using K-means Clustering.Finally, we performed binary logistic regression quantitative analysis: the attrition of people who traveled frequently was 2.4 times higher than that of people who rarely traveled. And we also found that employees who work in Human Resource have a higher tendency to leave.

2. Employee Attrition and Employee RetentionChallenges & Suggestions.

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Among all employee related problems, employee attrition is one of the key problem in the today's scenario despite the changes in the external environment. Attrition is said to be gradual reduction in number of employees through resignation, death and retirement. The other name given for Attrition is attrition. When a well-trained and well-adapted employee leaves the organization for any of the reason, it creates an empty space in an organization (i.e) there occurs a vacuum in the organization. It creates a great difficulty for a Human resource personnel to fill the gap that has occurred. Modern Human resource managers is taking various steps to reduce the employee attrition rate and it has been a pivotal challenge for today's Managers. Many of the employees may also tend to leave the job for various undisclosed factors such as lack of job security, lack of career advancement, desire for change in new opportunities, anticipating higher pay, problems with supervisors and few other personal reasons. This study helps in knowing why attrition occurs, reasons for employee attrition, challenges faced by managers in retaining employees and also suggest some measures in retaining employees.

3. AN ANALYSIS ON EMPLOYEE-ATTRITION IN IT INDUSTRY

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Employee attrition is referred as reduction in number of employees in an organization. For IT industry, employee attrition has become a known challenge since last 2 decades. Employees leave the organization for various reasons. A few reasons are, demand of high salary, change in technology or role, professional challenges etc. High attrition leads to expense over multiple attributes and functions in the company. Recruitment, Training and Development costs increases overall cost on the employees. The core reason of this attrition could be mismatch in expectations of organization and expectations of employees from each other. This study aimed to analyze the attrition reasons as well as understand the expectation of employees from the organization. The research used the data that was collected from experienced IT professionals in different categories based on their experience level and position in the organization hierarchy. Research questions covered the inputs on employee expectations and major attrition reasons. Although the data was limited to a few IT company employees from Nagpur, Pune and Mumbai (cities in Maharashtra),

Managers and candidates share similar views and perspectives on 'professional aspirations' aspect to be a major reason of attrition

4. A View On Employee Attrition

Author:

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Attrition is the most common phenomena found in the private sector. when it come to IT companies attrition has become a disease in which all the IT companies are trying to get the best solution for that problem. In this paper an attempt is made by taking forty convenient sampling from IT company to identify the reason for attrition and ways to reduce attrition are discussed in the paper. working staff of a concern during a definite period. In other words, it refers to the shifting of workforce into and out of an organization. Most of the HR managers feel that retaining their talented workforce is one of the most challenging tasks, and it is becoming more and more difficult for them to tackle the problem of excessive turnover in their companies and to find ways of retaining their staff

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