CORPORTATE EMPLOYEE ATTRITION ANALYTICS

TEAM ID:

PNT2022TMID15667

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ABSTRACT

Employee turnover is the natural process by which employees leave the workforce – for example, through resignation for personal reasons or retirement – and are not immediately replaced. Employee turnover in human resources refers to the gradual loss of employees over time. In general, relatively high attrition is problematic for companies. HR professionals often assume a leadership role in designing company compensation programs, work culture and motivation systems that help the organisation retain top employees. Our role is to uncover the factors that lead to employee attrition through Exploratory Data Analysis, and explore them by using various classification models to predict if an employee is likely to quit. This could greatly increase the HR's ability to intervene on time and remedy the situation to prevent attrition.

PROPOSED METHODOLOGY:

Data pre-processing in Machine Learning refers to the technique of preparing (cleaning and organizing) the raw data to make it suitable for a building and training Machine Learning models. Exploratory Data Analysis (EDA) is an approach to analyse the data using visual techniques. It is used to discover trends, patterns, or to check assumptions with the help of statistical summary and graphical representations. Data visualization is a graphical representation of quantitative information and data by using visual elements like graphs, charts, and maps. Data visualization convert large and small data sets into visuals, which is easy to understand and process for humans.

LITERATURE REVIEW

TOPIC : EMPLOYEE ATTRITION IN PHARMACEUTICAL SECTOR IN INDIA (2018)

AUTHOR : Dr. M. Latha Suresh, R. Krisahnaraj

DESCRIPTION: This paper motive to identified the major factors that influence the employee attrition in pharmaceutical sector in India, they collected data from 150employees of three different companies in Chennai. It was observed that the organization should create an environment in which one would be willing to stay. One of the major attributes from their study showed 68% of the employees expected employee engagement. Strengthening this in the organization can help retain employees. Employee Engagement plays an important role in employee attrition. Other factors include that HR should plan the career path of people and provide them rewards and promotion on time and keep them satisfied such that they do not think of alternative employers. This study suggested that a better approach is to address attrition proactively as a strategic issue. HRs should look forward to commitment, enhance job satisfaction and provide support to facilitate employee attrition.

TOPIC : KEY FACTOR TO ENHANCE EMPLOYEE ATTRITION SECTOR IN BEVERAGE INDUSTRY (2017)

AUTHOR : S. Ramakrishnan, K. Maran

DESCRIPTION: The growth of an organization depends on the competency of their employees, if employees are retained for long run means goodwill of the organization will get increased. But it isa great task to keep all the employees with satisfaction level. In their study, the researcher revealed that the present working

environment will be the predominant thing to retain their employees. If work environment is comfortable, the employees are able to contribute to their organization's success. It is highlighted that employee attrition enhance the job satisfaction. The other attributes like flexible work, fun and enjoyable work place, career opportunity, recognition etc are the key factors to enhance employee attrition.

TOPIC : MEASURING TOOLS FOR EMPLOYEE ATTRITION (2019)

AUTHOR : J. Anita, N. Farida Begum

DESCRIPTION: This Paper Motive to identified the organizational culture and employee commitment are the measuring tools for employee attrition. They conducted this research with sample size of 100 from Roots Manufacturing, Coimbatore and automobile spare parts service centres 100 respondents, totally 200samples. They finally recommended the organizations need to maintain healthy culture which encourages the employees to be highly motivated and loyal towards the organization. Employees could stay if they are valued and beliefs are aligned with the company's culture and climate. Further they reiterated organizational culture is very much important and compulsory in Indian context and the organizations will bring their employees more committed with their concern. If commitments get increased, efficiency will reach high and the employees will be motivated more in their self-esteem, respect, job design and other attrition factors.

TOPIC : COMPENSATION FACTORS AND ORGANIZATIONAL CULTURE WITH EMPLOYEE ATTRITION (2017)

AUTHOR : J. Nivethitha

DESCRIPTION: Employee requirement overlaps identified in their study that there is a positive relationship between compensation factors and organizational culture with employee attrition. They exhibited that Compensation policy and Organizational culture were related to employee attrition as being the strongest predictors of employee attrition. The relationship between the said factors will prove perfect correlation between compensation policy and culture with employee attrition. This finding had provided some justification of the claim that employee attrition is vital to sustain organizational growth as it was a competitive task in today's scenario and attract and retain key talents. As per the opinion of the employees the compensation and rewards x contribute to improve their loyalty and attrition and it causes providing a culture that helps in retaining all levels of employees.

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