LITERATURE SURVEY

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Project Name	Corporate Employee Attrition Analytics
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ABSTRACT

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.

INTRODUCTION

Employee attrition is gradual yet deliberate reduction of employees in an organization. This decline in number of employees over a period is defined as Rate of Attrition. Employees leave company due to non fulfilment of the expectation from the organization in return of the service towards their job. Employees leave the organization for various reasons. The cause could be higher salary in other organization, family mobility, technology preference, higher position etc. This dissatisfaction prevails at individual level and no organization can have control over it. However, attrition leads to losses and extra expense to the organizations.

Organizations spend lot of time, resources and efforts in training and developing the employees to increase the efficiency level of their work. If employee leaves the company, he needs to be replaced with another one. This process demands same investment of time, efforts, and resources in recruiting a new one and train him. Most of IT organizations today are being hit badly with high rate of attrition resulting in various productivity and quality related issues. Hence it has become critical to hire a right candidate for a job position.

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Corey Harris (Walden University 2018) researched on "Employee Retention Strategies in the Information Technology Industry" and mentioned that "Productivity declines when employees voluntarily leave an organization".

Dr. Shikha N. Khera1 , Ms. Karishma Gulati2 (Delhi 2012), concluded in their study on "Human Resource Information System and its impact on Human Resource Planning: A perceptual analysis of Information Technology companies" that Being an information system of human resources, it can store voluminous data about the employees, that not only helps in identifying the occupied and unoccupied positions but also whether the person at particular position is fit for the job or not.

Hardik P. K. (2016) , researched on "a study on employee attrition: with special reference to Kerala IT Industry". His research examined the relationship between organizational factors and attrition of IT professional's. The result can conclude that the organizational factors played significant role in predicting the variance in turnover intention (attrition) of Kerala IT professionals. Therefore, the HR mangers in IT organizations may take into consideration the problems with organizational factors of their workers to reduce the turnover intention of the skilled employees.

Bodjrenou Kossivi, Ming Xu, Bomboma Kalgora (May 2016) published "Study on Determining Factors of Employee Retention". The study concluded: Employees are the most valuable assets of an organization. Their significance to organizations calls for not only the need to attract the best talents but also the necessity to retain them for a long term. Broad factors are development opportunities, compensation, work-life balance, management/leadership, work environment, social support, autonomy, training, and development.

CONCLUSION

Research findings suggest that attrition reasons in IT organizations primarily revolve around professional growth and challenges in the organization. Although economic factors happen to the most influential factor, professionals may settle for second best criteria of their preference that is career growth and supportive work policies in the organization.

On the other hand, candidates who aspire to have a better job than the one in hand are more interested in securing the next job. Young talent wants to work on latest technology and functional domain. IT professionals who are young career makers are less influenced by Brand name or geographical area. Most of the IT professionals look for challenging role and position in the organization. Candidates as well as senior professionals believe that challenging work motivate them to maintain the interest in the work life.

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