

## **Corporate Employee Attrition Analytics**

MEMBERS:

R. Divya darshni

Gayathri. R

Preetha. S

Mohammed Riyaz

Lokeshwaran

### **PROBLEM STATEMENT**

- Over the past two years, this type of analytic practice has become indispensable. Global labour markets have swung dramatically due to the COVID-19 pandemic.
- In addressing the ongoing challenges of the pandemic and the rise of remote work, employee attrition analytics will remain important to organizations seeking to retain top talent.
- Predictive analytics capability enables the design of an employee retention model to keep these valuable employees engaged and on board.
- Employee attrition analytics is specifically focused on identifying why employees voluntarily leave, what might have prevented them from leaving, and how we can use data to predict attrition risk.
- There are actually two types of attrition problems: too little and too much.
- The more talented the worker, the greater the consequences of attrition: Replacing an individual employee typically costs one-half to two times the worker's annual salary.
- Even if a good employee leaves as a result of "graduating" into a job with a client, if they become a great ambassador for the company, it can be a positive loss.