

# LITERATURE SURVEY

## CORPORATE EMPLOYEE ATTRITION ANALYTICS

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## LITERATURE SURVEY-1

TITLE	AUTHOR	ALGORITHM	ADVANTAGE	DISADVANTAGE
Corporate Employee Attrition Analytics	Dr. R. S. Kamath, Dr. S. S. Jamsandekar, Dr. P. G. Naik	MACHINE LEARNING	<ol style="list-style-type: none"> <li>1. It brings to fore the cause of employee disengagement.</li> <li>2. Enables HR managers develop longterm strategies to reduce attrition</li> <li>3. Competitive measures to enhance company brand image</li> <li>4. Develops and shapes drills that benefit both the management and the employees</li> <li>5. Enhanced work culture</li> </ol>	<ol style="list-style-type: none"> <li>1. Decreased overall performance</li> <li>2. Daily task management</li> <li>3. Increased cost</li> <li>4. Lack of knowledgeable employees:</li> <li>5. Create a Negative image</li> </ol>

Big data in corporate Employee attrition analytics	Nesrine Ben Yahia, Hlel Jihen, Ricardo Colomo-Palacios	BIG DATA	Employee attrition presents a critical problem and a big risk for organizations as it affects not only their productivity but also their planning continuity. In this context, the salient contributions of this research are as follows. Firstly, we propose a people analytics approach to predict employee attrition that shifts from a big data to a deep data context by focusing on data quality instead of its quantity. In fact, this deep data-driven approach is based on a mixed method to construct a relevant employee attrition model in order to identify key employee features influencing his/her attrition	<p>1. Losing engaged and hardworking staff.</p> <p>2.Rehiring time and expenses</p> <p>3. Indicating existing staffs' dissatisfaction and unhappiness.</p> <p>4. Pressurizing remaining staff.</p> <p>5. Delaying other business plans and developments.</p> <p>Although employee turnover is something every business will experience, unwanted turnover means a company is losing valuable staff that contribute to the success of a business.</p>
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