

LITERATURE SURVEY

CORPORATE EMPLOYEE ATTRITION ANALYTICS

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Ade Abdulquadri, Bilau, Musibau Akintunde Ajagbe, Anthony Babatunde Sholanke, Tolani Abdulrahman Sani (2015),

Expressed the issue of employee turnover has raised burden in the construction industries which effects productivity. It was mentioned that only few resources have been used in recruiting, training and developing the employees, due to which they leave for other organizations. Their research was aimed at determining the impact of employee's turnover rate in small and medium construction firms in Nigeria.

N. Bharathi, P. Paramashivaiah (2015),

Articulated that in a BPO Sector, employees leave the organization either entirely or change their industry. Since all the research is focused on the issues and antecedents of attrition the consequences where not much focused so the study focuses on a holistic view rather than a specific portion.

Shine David (2015),

In the research said that the employees working in the IT sector in various cities of India (Mumbai, Pune, Bangalore, Delhi and Indore) to analyse the case of attrition. Samples were collected with 21 factors/items which resulted in 5 factors. Findings of the study suggest that organisational culture, working conditions, career growth opportunities, work pressure and mutual trust. The conclusion that was provided was employee friendly organisational culture with positive working conditions, low pressure and higher opportunities for career growth.

Asma farooque, Habibuddin (2015),

Investigated several factors that are affecting high attrition rate in hotel industry. A study conducted by an industry chamber located in New Delhi reveals that the attrition rate in the hospitality industry in India is set to double to nearly 50 per cent by 2010, up from the earlier 25 per cent growing at an alarming rate of 10 per cent per annum. The result showed that the lack in salary, stress in job, compensation, better opportunities and stake issues were the major reasons behind the problem of attrition in the company.

Batty Dorance Jeen (2014),

mentioned that many organizations have the concern of employee turnover. It is highly destructive to both the organization as well as the employees. The research was conducted for the retail industry in Bangalore. Despite the incentives, motivational techniques and old practises of HRM there is still high attrition rate so study showcases ways to reduce the intentions of employee leaving the organization. This is performed by distributing questionnaires to retail outlets in Bangalore. The study concluded that turnover intention has influence on attrition factors such as QWL, career growth, working hours, personal/family reasons, and relation with internal co – worker, welfare, working condition, and salary.

Venkata Naga Manjula, Ruchita Ramani, Swati John (2013)

Articulated that the objective of the study is to understand the growth of ITES sector in India. The study in the BPO Industry is to understand and gauge the attrition rate, its intensity and make a causal analysis, to design strategy to stabilise the sector by suggesting mitigating the attrition.

Shivani Mishra, Deepa Mishra (2013),

Articulated that the study carried out is for shipping industry of Kutch, Gujarat. The purpose of the study is to analyse the turnover and the commitment to identify several domains of organization, human resource practices and other like

employee characteristic and environmental factors, which may have a positive or negative impact on employees' intention to stay with an organization