

IBM CORPORATE EMPLOYEE ATTRITION ANALYSIS

INTRODUCTION

Before it's too late, the Employee Attrition Analysis system aims to comprehend the feelings of highly disengaged and unhappy workers. and therefore lower staff churn by automatically locating issue areas using AI-powered insights and machine learning (ML) capabilities.

PROBLEM STATEMENT

EMPLOYEE TURNOVER IS NOW A SIGNIFICANT PROBLEM FOR A COMPANY'S COMPETITIVE ADVANTAGE. THE MOST CRUCIAL COMPONENT OF EVERY CORPORATION IS ITS WORKFORCE. SUCCESSFUL EMPLOYEES MEET DEADLINES, GENERATE REVENUE, AND ENHANCE THE BRAND THROUGH SATISFYING ENCOUNTERS WITH CLIENTS. THE COST OF FINDING, HIRING, AND TRAINING NEW EMPLOYEES IS VERY HIGH. IT IS MORE ECONOMICAL FOR A CORPORATION TO RETAIN ITS CURRENT WORKFORCE. TO KEEP ITS STAFF FOR A LONGER TERM, A BUSINESS MUST MAINTAIN A PLEASANT WORKING ENVIRONMENT. IT WAS DONE MANUALLY A FEW YEARS AGO, BUT NOW WE LIVE IN THE AGE OF MACHINE LEARNING AND DATA ANALYTICS. THE HR DEPARTMENT OF A CORPORATION NOW MAKES USE OF A DATA ANALYTICS TOOL TO DETERMINE WHICH PROCESSES NEED TO BE CHANGED IN ORDER TO KEEP THE MAJORITY OF ITS PERSONNEL.

PROBLEM SOLUTION

THE PROPOSED SYSTEM IS BEING IMPLEMENTED USING MACHINE LEARNING, ONE OF THE APPLICATIONS OF ARTIFICIAL INTELLIGENCE, AS A SOLUTION TO THE ISSUE. BASED ON EMPLOYEE HAPPINESS, THE WORKPLACE ENVIRONMENT, AND OTHER FACTORS, THE EMPLOYEE ATTRITION ANALYSIS SYSTEM WILL FORECAST THE ATTRITION RATE. FINDING AN EMPLOYEE'S MOOD IS A DIFFICULT PROCESS. IDENTIFYING DAILY MOOD RECOGNITION, EMOTION DETECTION, THE SURROUNDINGS, THE NEED FOR A HIKE, EMPLOYEE CONTENTMENT, EMPLOYEE CONTRIBUTION, AND JOB DEVELOPMENT ARE OTHER CRUCIAL FACTORS. THIS PREDICTOR HAS BEEN PRESENTED AS A SOLUTION TO ALL OF THESE PROBLEMS.

THE FIELD OF SMART AND CONTEMPORARY EMPLOYEE SENTIMENT ANALYSIS IS CURRENTLY UNDERGOING A LOT OF RESEARCH AND DEVELOPMENT. THE ENSEMBLE MACHINE LEARNING APPROACH KNOWN AS GRADIENT BOOSTING, OR GBM, CAN BE UTILISED TO CREATE THE PREDICTOR MODEL. THESE ARE THE MODELS USED TO FORECAST THE ATTRITION RATE OF EMPLOYEES.

THE BENEFICIAL USERS

- HR
- MANAGEMENT (COMPANY)
- OTHER JOB-SEEKERS
- INDUSTRIAL PEOPLE
- TEAM LEADS
- CLIENTS

VALUE FOR BUSINESS

IT IS SIMPLER FOR HR AND MANAGEMENT SINCE IT PRODUCES RESULTS WITH THE LEAST AMOUNT OF EFFORT AND TIME WHEN PREDICTING THE EMPLOYEE TURNOVER RATE AND ANALYSING MOOD AND EMOTIONS. THIS DEED GREATLY BENEFITS BOTH THE BUSINESS AND SOCIETY AS A WHOLE.

FORM FACTORS

IN ORDER TO OFFER THIS CRUCIAL SERVICE TO THE ENVIRONMENT AND SOCIETY, OUR EMPLOYEE ATTRITION ANALYSIS SYSTEM IS IN THE FORM OF A WEB APPLICATION.

REVIEW:

4.2/5.0

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