

## 9. RESULTS

In the our implementation we have segregated as three phases in our system. The first phase is considered as Dashboard phase and the second phase namely Employee phase and final phase is Employee Attrition Analytics phase.

### 9.1. Performance Metrics:

**Dashboard:** In the feature of dashboard the attrition where gets displayed in the dashboard schema. Based on several comparison the attrition rate percentage has been shown in the gant chart method. The representation attrition based on as follows:

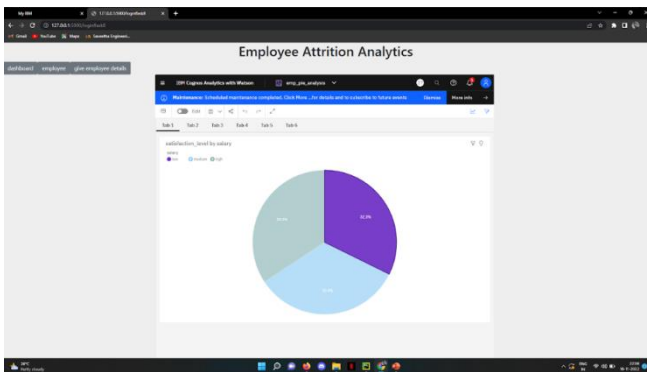


Fig 1: satisfaction level on salary

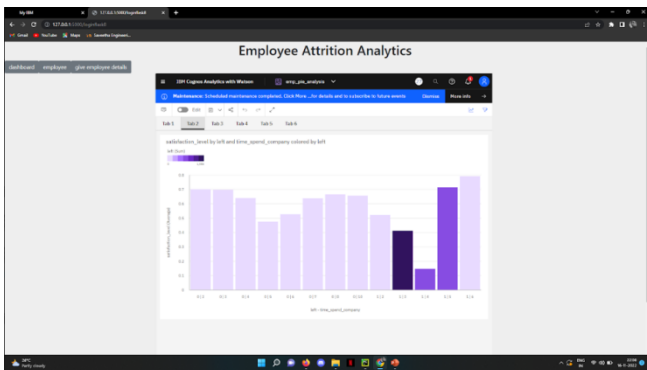


Fig 2: Satisfaction level on lay off from company

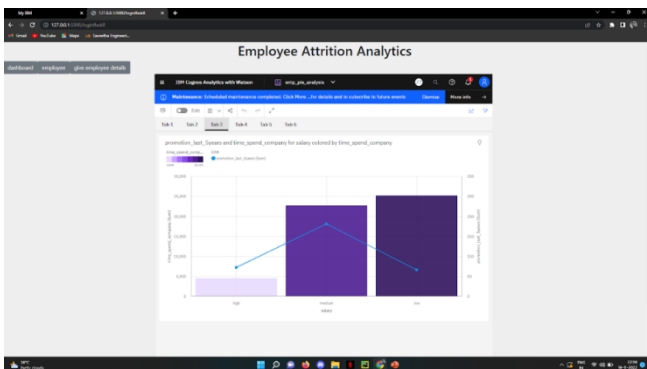


Fig 3: Promotion and Time Spent on company

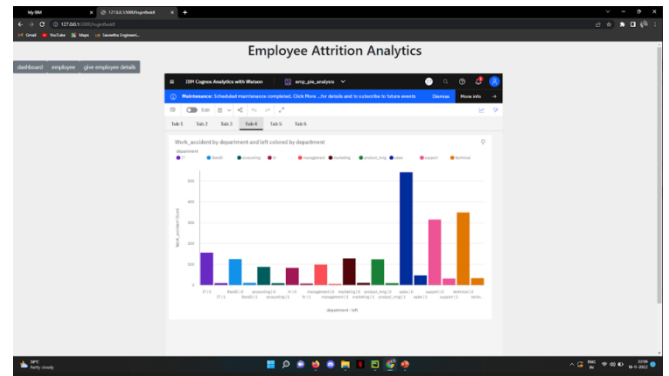


Fig 4: Work Accident in department

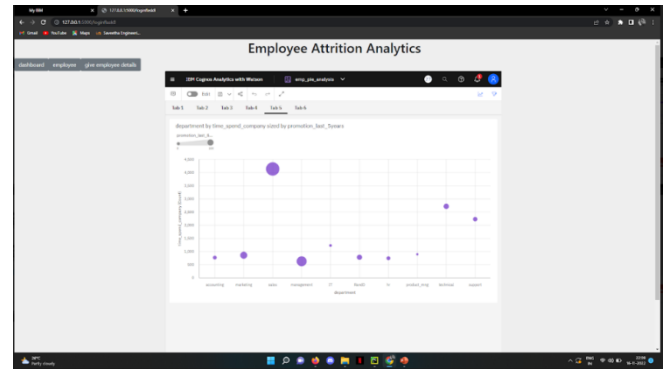


Fig 5: Time spent on Department and promotion

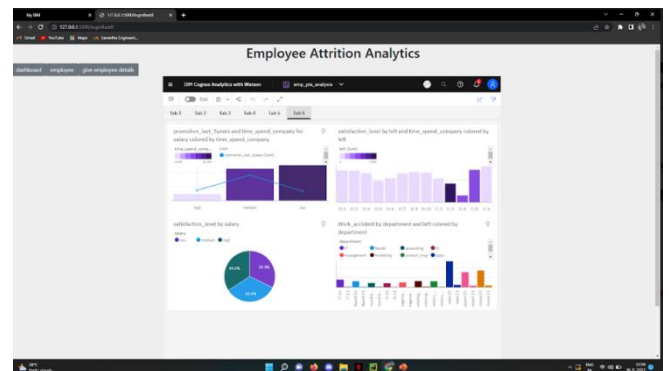


Fig 6: Overall Representation

**Employee:** In the employee feature the system will predict the status of the employee if the particular employee will layoff form the company or will stay in this company. This prediction will calculate based on the attrition rate as well as satisfaction level of the employee.

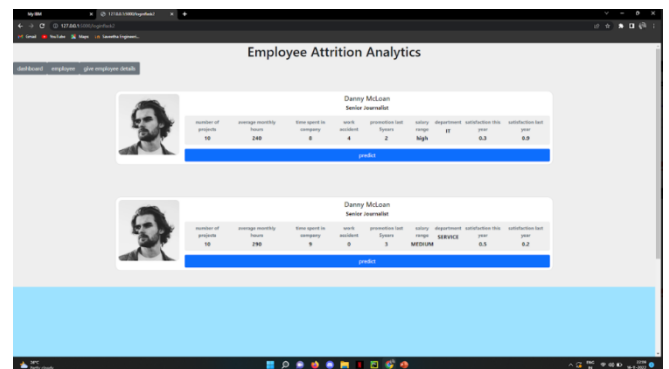


Fig 7: Employee Phase

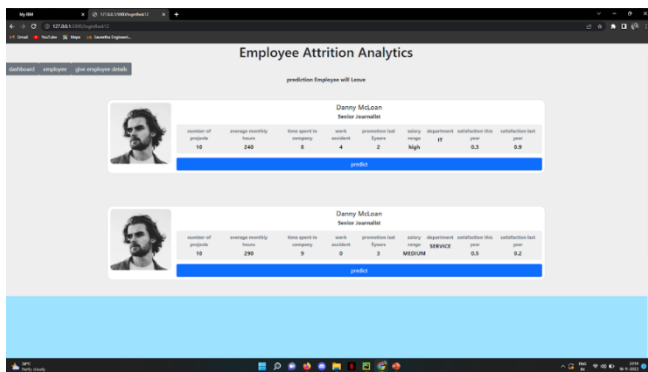


Fig 8: Predicted Employee Status

Employee Attrition Analytics: In this phase the user enters the details of an employee manually. After entering the details manually the particular employee will layoff form the company or will stay in this company. This prediction will calculate based on the attrition rate as well as satisfaction level of the employee.

Fig 9: Employee Attrition Analytics

Fig 10: Model Employee Data

Fig 11: Predicted Model Employee Data

## 10. ADVANTAGES & DISADVANTAGES

The metrics offer accuracy in terms of the reasons given by employees themselves. Apart from this, a wider avenue for change and dynamism also emerges from analysis of attrition. Employers may choose to implement a hiring freeze to prevent a layoff. Layoffs, which occur due to a change or decrease of the business reduce employee morale and make it difficult to hire for other positions. When employees leave by choice, the company can decrease costs while moving forward with other hiring decisions. By choosing to not refill a position, employers can assign new duties to other employees, change departmental work flows or shift resources within an organization. Attrition offers opportunities for new ideas and dynamics. It can refresh an organization and offer current employees new opportunities. Decreased overall performance: The whole business process is affected when an employee leave the organization. Daily task management.

## 11. CONCLUSIONS

High attrition destroys the value of going offshore. It causes companies to lose knowledge, incur training fees, get caught up in the never-ending cycle of hiring, and fall behind on scheduled projects. Employee recruiting and retention are big issues for IT organizations, so create a work environment where the employees are involved in the development of rewards programs. Although companies may say they know about all these offshore employee retention strategies, few practice them in their captive centre or measure whether their external vendors are practicing them. The retention activities are time-consuming. Developing a thorough recruiting process, setting up a career advancement program, and conducting a formal employee satisfaction survey all take time. Unfortunately, it's a "no pain, no gain" situation. Companies are realizing that these programs are worth the effort, as they watch their best employees leave to work for the competition. Invest in your offshore employees and they in turn will help deliver outstanding returns.

## 12. FUTURE SCOPE

While the usage of BI and AI will continue to develop, there are other HR trends for 2019 that are worth paying attention to. Robotic process automation makes life easier for industries worldwide as it accelerates the processes and tends to perform in a more accurate manner than people do. The most basic RPA example is chatbots – but basically, any process can be automated to some extent. Employee management can deploy RPA as well: for example, you may implement a corporate chatbot that will be able to answer the most common questions in no time and in a precise manner. Many HR specialists still spend an awful amount of time on CV screening and candidate selection. Thus, development companies are starting to come up with solutions that free the HRs from this mundane work by automating the screening and selection processes. Such apps normally allow to set the desired parameters for candidate screening and are able to process a great number of resumes within mere minutes.

