

CORPORATE EMPLOYEE ATTRITION ANALYTICS

ABSTRACT

This paper attempts to contribute to a holistic view concerning the practices and strategies adopted by organizations to retain committed and talented workforce globally. Engaging and retaining employee of 21st century workforce in this competitive era is a toughest job for HR people. Now-a-days, almost every organization is driven by technology, but human resources are needed to carry out the works through technology. Hence human resources are the life energy for the organization for its survival growth and development. It is the challenges of a HR manager to retain various resources in an organization for a long run in a dynamic environment.

PROJECT DESCRIPTION

Attrition is the principle that examines employee leaving their roles within a company. Professionals may resign for various reasons. For example, they may want to pursue opportunities in another industry, or they advance to the next phases of their careers.

TECHNOLOGY USED

Python, CNN, IBM cloud, IBM cloudant DB, Deep learning, python-flask.

PROJECT FLOW

1. To explore the various researches carried out on employee retention.
2. To identify the various factors determining retention of employee in Organization.
3. Provide suggestions for retaining employee in organization.

PROJECT ARCHITECTURE:



LITERATURE SURVEY

Recruitment and Retention:

Frankeiss (2008) discussed in this study that policies and practices on talent management, recruitment and retention policy can play an important role in decreasing the attrition rates. Oracle white paper (2012), it is discussed that recruiting the right person in the first place would be the best practices for retention of employees. Beardwell and Wright (2012) emphasized in a study that organizations systematic approach to recruitment and selection which would help in decrease in turnover of employees.

Development opportunities and Retention:

One of the important factors of retention is development opportunities. The following researches have mainly focussed on development opportunities. Horwitz et al., (2003) explored in a research that an important factor of retention is personal as well as professional growth and it is the promotion opportunities which enhance commitment of the employees and in turn results in employee retention. Illeris, (2003) emphasized the learning organization strategy model through which the employees' best learning and in the work environment actually happens.

Compensation Retention:

There are many studies that have explored the relationship between compensation and retention. Some studies have a positive impact of pay on retention and some have not. Tremblay et al., (2006) in a study explored by a team of researchers that performance related pay is an important factor in determining retention. Milkovich and Newman (2004) discussed that monetary pay is an essential factor in keeping the employee. Hytter (2007) concluded in a research that there is a correlation between reward and retention. Some studies have some negative impact on pay with retention.

Work Environment and Retention:

Horwitz (2003) observed in this study that fun working environment is a conducive factor of retention. Ellet et al., (2007) identified that flexibility plays an important role in retention of employees. Abrams et al., (2008) gave more importance towards the work environment where learning and working is possible in an organization. Tiwari (2012) suggested that organizations in a competitive environment use various strategies which are linked systematically with HR practices so that work environment can be improved. Leadership and Retention: In many studies, it is found that the leadership style has a greater impact on employee retention in organizations

RESULT AND CONCLUSION:

Managing the talent is a great challenges and to retain the best employee.framing policies is highly essential.By reviewing the researches papers,this studyb brings a holistic approach to retain the talented and communication employees in organization.