PROJECT TITLE : CORPORATE EMPLOYEE ATTRITION ANALYTICS

LITERATURE SURVEY

S.No	AUTHOR & YEAR	TITLE	DESCRPTION
01	V.Vijay Anand, R.Saravanasudhan, R.Vijesh, 2012	Employee attrition - A pragmatic study with reference to BPO Industry	The research is purely based on the descriptive in Nature. This research was carried out in BPO companies. In this study, the opinions of 120 respondents (Both ex-employee and current employee) were taken for the analysis purpose. In this research, structured questionnaire has been incorporated for collecting data and chi-square test, percentage analysis and ANOVA were used for analysis.
02	R.Shiva Shankar, j.Rajanikanth, V.V.Sivaramaraju, K.V.S.S.R.Murthy, 2018	Prediction Of Employee Attrition Using Datamining	For the prevention of employee attrition, we applied a well known classification methods, that is, Decision tree, Logistic Regression, SVM, KNN, Random Forest, Naive bayes methods on the human resource data. For this we implement feature selection method on the data and analysis the results to prevent employee attrition. This is helpful to companies to prediceconomic growth by reducing their human resource cost.

03	Apurva Mhatre, Avantika Mahalingam, Mahadevan Narayanan, Akash Nair, Suyash Jaju, 2020	Predicting Employee Attrition along with Identifying High Risk Employees using Big Data and Machine Learning	This research aims to foresee potential attrition (specifically in the B.P.O. sector) by mining turnover trends amongst employees and use supervised classification techniques to cluster out vulnerable employees".
04	Richard Joseph, Shreyas Udupa, Sanket Jangale, Kunal Kotkar, Parthesh Pawar, 2021	Employee Attrition Using Machine Learning And Depression Analysis	Algorithms such as Decision Tree Classifier (DTC), Support Vector Machine(SVM) and Random Forest Classifier(RFC) were applied to this dataset after performing preprocessing steps, which helped us achieve an accuracy of 86.0% in predictingattrition rate. The results have been expressed using the primary classification metrics, including F1-score and accuracy.
05	Juhi Padmaja P, Vinoodhini D, Uma K.V, 2022	Effective Classification Of Ibm Hr Analytics Employee Attrition Using Sampling Techniques	Three sampling techniques were initially used in this paper: random oversampling, random undersampling, and SMOTE. In addition, the sampled dataset is sent to classification algorithms such as logistic regression, K-neighbor classifier, decision tree classifier, random forest classifier, and AdaBoost classifier for analysis of their performance metrics.