

PROBLEM STATEMENT 1:

Employee attrition is a major cost to an organization and predicting such attritions is the most important requirement this task is to predict the attrition rate of employees of an organization, it is growing in the increasing days thus here is to work on the places where the employee attrition is occurring.

It is the major part for the growing environmental and business issue thus there is a propose to predict the causes for the employee attrition playing major role for an organization to meet their needs to the employees' side and work for the retaining of the skilled workers in the organizations.

SOLUTION:

A significant difficulty for the business is high personnel turnover rates. The firm's personnel turnover rates, according to estimates, have increased to a glaring pace. The idea of retention is to keep or protect the company's devoted employees. Contrarily, the term "turnover" is used to describe the rate at which a specific company loses its current personnel and replaces them with new ones. An organization's revenue is primarily impacted by a high personnel turnover rate, which has an impact on the organization's profitability. It is obvious that large-scale firms of any size may experience negative effects from the high personnel turnover rate. A variety of elements, including but not limited to the following, can have a negative effect on an enterprise's profitability. The attainable skilled resources, along with circumstances in the industry are the prime determinants of the degree of the revenue impact. Moreover, higher turnover costs can originate from complex jobs that require specialized training as well as higher education levels. For this reason, jobs held by senior executives and highly paid occupations are predisposed to cost augmentation, making it more difficult for organizations to replace them. A decrease in morale in the workplace is also ascribed to a high turnover rate. Many responsibilities and immense work overloads amount to overworking of the organization's labor force. The situation exacerbates because of a reduction in active and well-trained employees all attributable to high worker turnover rates. As this trend perpetuates, it can result in difficulties to the corporation when it comes to attracting the first-class talent. Substandard work quality and a reduction in productivity are the palpable outcomes of overworking workers and lowered employee morale.

PROBLEM STATEMENT 2:

Employee attrition must be decreased for a firm as it increases the high training cost and the crucial business time of an organization. It leads to gradual reduction in number of employees through resignation, death and retirement.

It affects the smooth functioning of a team and lead to productivity losses. It led to the loss of all this acquired knowledge, which is not easily replaceable.

SOLUTION:

Employee attrition must be decreased for a firm as it increases the high training cost and the crucial business time of an organization. The data is for company X which is trying to control attrition. There are two sets of data: “Existing employees” and “Employees who have left the organization. Employee attrition is a major issue among all employee-related issues in the current setting, notwithstanding changes in the external environment. According to the definition of attrition, the number of employees gradually decreases due to retirement, death, and resignations. Attrition also goes by the term of attrition. The frequency of employee departures from a company is measured by staff turnover, which is commonly done on a monthly, quarterly, and annual basis. The two types of turnover are covered by turnover rates. In other words, it includes both those who were fired by the business due to performance or behavior issues, as part of larger layoffs, or because they left the company to pursue new employment or educational opportunities, personal reasons, or to retire. Even if the causes of employee leaving are listed in a different order in the several studies that look at turnover each year, they are all consistent. Most workers quit their jobs in search of higher pay and better benefits, professional advancement, a better work-life balance, and management inefficiency. All of this results in more motivated workers and an enhanced employee experience, which not only encourages greater financial and worker performance but also draws top talent and persuades them to stay.