

LITERATURE SURVEY

Date	29 August 2022
Team ID	PNT2022TMID45818
Project Name	Project - Corporate Employee Attrition Analytics
Maximum Marks	4 Marks

INTRODUCTION:

Employee attrition is defined as the natural process by which employees leave the workforce - for example, through resignation for personal reasons or retirement - and are not immediately replaced [1]. Attrition is an inevitable part of any business. There will come a time when an employee wants to leave your company - for either personal or professional reasons. But when attrition crosses a particular threshold, it becomes a cause for concern. For example, attrition among minority employee groups could be hurting diversity at your organization. Or, attrition among senior leaders can lead to significant gap in organization leadership [2]. In order for an organization to continually have a higher competitive advantage over its competition, it should make it a duty to minimize employee attrition. Therefore, for the leader of companies to know the main reasons why their employees choose to leave the company, then take relevant measures to improve their company's productivity, overall workflow and business performance.

GITHUB ACCOUNT:

We have created the github account with our email id in the <https://github.com> website. Github team ID is IBM-EPBL/IBM-Project-40595-1660631755.

IBM CLOUD ACCOUNT:

We have created the IBM Cloud Account using IBM Id's provided by IBM where my IBM cloud Account is 212619205010@smartinternz.com.

INSTALLATION OF IDE'S :

Python IDLE

PRE_REQUISITE:

To complete this project, you must have knowledge about:

- IBM COGNOS
- Python libraries like
 - Numpy
 - Pandas
 - Matplotlib
 - Sckitlearn

ABSTRACT

In this paper, we analyzed the dataset ibm employee attrition to find the main reasons why employees choose to resign. Firstly, we utilized the correlation matrix to see some features that were not significantly correlated with other attributes and removed them from our dataset. Secondly, we selected important features by exploiting random forest, finding monthly income, age, and the number of companies worked significantly impacted employee attrition. Next, we also classified people into two clusters by using k-means clustering. Finally, we performed binary logistic regression quantitative analysis: The attrition of people who traveled frequently was 2.4 times higher than that of people who rarely traveled. And we also found that employees who work in human resource have a higher tendency to leave.

A STUDY ON EMPLOYEE ATTRITION

The organization can look provide excellent technologies and tools to reduce stress thereby decreasing the level of attrition. Enhancing training programs to develop their skills and knowledge.

Managing the expectation of the employees is the key to retain them. The organization can enhance the reward and recognition programs for employees to portray their valuable support and contribution. Setting up feedback mechanism can help in perceiving the expectations of the employee which in return can be used to fulfil the needs of the employee. The

organization should focus on employee satisfaction from time to time to develop strategies to retain them.

Gather information when the employees leave the organization by conducting an exit interview to perceive why the employee is leaving the organization. This can help in developing strategies to retain other employees. Engaging employees over and beyond their day to day job and ensure that their insecurities and vulnerabilities are addressed appropriately

References

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2. Chandrasekar, K.(2011). Managing Attrition: The Real Problem Behind the Growth of Business Process Outsourcing (BPO) Companies. Journal of Social Welfare & Management, 3.
3. David Shine, (2015), “Attrition in IT”, International Journal Of Core Engineering & Management (IJCEM), Volume 2, Issue 1, (p. 236)
4. Dorance Jeen S. Batty, (2014), “A Study on Attrition – Turnover Intentions in retail Industry”, International Journal of Business and Administration Research Review”, Volume 1, Issue 3, (p. 55)
5. Farooque Asma, Habibuddin, (2015), “Employee Attrition Analysis of Hotel Industry”, International Journal of Advancement in Engineering Technology, Management & Applied Science, Volume 2, Issue 12, (p. 34)