LITRATURE SURVEY ON CORPORATE EMPLOYEE ATTRITION ANALYTICS

ABSTRACT

Employee churn is an unsolicited aftermath of our blooming economy. Attrition may be defined as voluntary or involuntary resignation of a serving employee from an organization. Employee churn can incur a colossal cost to the firm. However, furtherance to prediction and control over attrition can give quality results. Earmarking the *risk of attrition,* the management can take required steps to retain the high valued talent. Workforce Analytics can be applied to reduce the overall business risk by predicting the employee churn. Predictive Analytics is the field of study that employs statistical analysis, data mining techniques and machine learning to predict the future events with accuracy based on past and current situation. The paper presents a framework for predicting the employee attrition with respect to voluntary termination employing predictive analytics.

KEYWORD

- Turnover prediction
- Predictive analytics
- Data mining
- Employee attrition
- Predictive algorithms

INTRODUCTION

Employee attrition is gradual yet deliberate reduction of employees in an organization. This decline in number of employees over a period is defined as Rate of Attrition. Employees leave company due to non fulfillment of the expectation from the organization in return of the service towards their job. Employees leave the organization for various reasons. The cause could be higher salary in other organization, family mobility, technology preference, higher position etc. This dissatisfaction prevails at individual level and no organization can have control over it. However, attrition leads to losses and extra expense to the organizations. Organizations spend lot of time, resources and efforts in training and developing the employees to increase the efficiency level of their work. If employee leaves the company, he needs to be replaced with another one. This process demands same investment of time, efforts, and resources in recruiting a new one and train him. Most of IT organizations today are being hit badly with high rate of attrition resulting in various productivity and quality related issues. Hence it has become critical to hire a right candidate for a job position. High rate of employee attrition directly indicates frequent changes in the team and resources. These changes are not welcome by the service seekers of the organization.

CASE STUDY

To analysis the reasons of employee attrition in the IT industry . To analyze perceptions of managers and candidates on expectations of candidates from the organization.

LITRATURE REVIEW

Corey Harris (Walden University 2018) researched on "Employee Retention Strategies in the Information Technology Industry" and mentioned that "Productivity declines when employees voluntarily leave an organization" Dr. Shikha N. Khera1 , Ms. Krishna Gulati2 (Delhi 2012), concluded in their study on "Human Resource Information System and its impact on Human Resource Planning: A perceptual analysis of Information Technology companies" that Being an information system of human resources, it can store voluminous data about the employees, that not only helps in identifying the occupied and unoccupied positions but also whether the person at particular position is fit for the job or not. Hardik P. K. (2016) , researched on "a study on employee attrition: with special reference to Kerala IT Industry". His research examined the relationship between organizational factors and attrition of IT professional's. The result can conclude that the organizational factors played significant role in predicting the variance in turnover intention (attrition) of Kerala IT professionals. Therefore, the HR mangers in IT organizations may take into consideration the problems with organizational factors of their workers to reduce the turnover intention of the skilled employees. Bodjrenou Kossivi, Ming Xu, Bomboma Kalgora (May 2016) published "Study on Determining Factors of Employee Retention". The study concluded: Employees are the most valuable assets of an organization.

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