Corporate Employee Attrition Analytics

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LITERATURE SURVEY

TITLE	AUTHOR	ALGORITHM	ADVANTAGES	DISADVANTAGES
Corporate Employee Attrition Analytics	Dr. R. S. Kamath Dr. S. S. Jamsandekar Dr. P. G. Naik	MACHINE LEARNING	1. It brings to fore the cause of employee disengagement. 2. Enables HR managers develop long-term strategies to reduce attrition 3. Competitive measures to enhance company brand image 4. Develops and shapes drills that benefit both the management and the employees 5. Enhanced work culture	1. Decreased overall performance 2. Daily task management 3. Increased cost 4. Lack of knowledgeable employees: 5. Create a Negative image

| BIG DATA IN CORPORATE EMPLOYEE ATTRITION ANALYTICS | Nesrine Ben Yahia, Hlel Jihen, Ricardo Colomo - Palacios | BIG DATA | employee attrition presents a critical problem and a big risk for organizations as it affects not only their productivity but also their planning continuity. In this context, the salient contributions of this research are as follows. Firstly, we propose a people analytics approach to predict employee attrition that shifts from a big data to a deep data context by focusing on data quality instead of its quantity. In fact, this deep data-driven approach is based on a mixed method to construct a relevant employee attrition model in order to identify key employee features influencing his/her attrition | 1. Losing engaged and hard-working staff.

2. Rehiring time and expenses.

3. Indicating existing staffs' dissatisfaction and unh appiness.

4. Pressurising remaining staff.

5. Delaying other business plans and developments.

Although employee turnover is something every business will experience, unwanted turnover means a company is losing valuable staff that contribute to the success of a business. |