HX8001 - PROFESSIONAL READINESS FOR INNOVATION, EMPLOYABILITY AND ENTREPRENEURSHIP

PROJECT TITLE

Domain of the Project : DATA ANALYTICS

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Team Members:
KOLLI BABU(212219060138)
L.HEMANTH KUMAR(212219060110)
KONERU VINAY(212219060142)
M.DEVENDRA REDDY(212219060155)

Mentor:
Dr.S.KUMARAN

1

Table of Contents

Objectives

- To analyse the reasons of employee attrition in the IT industry.

- To analyze perceptions of managers and candidates on expectations of candidates from the organization.

Abstract

- Among all employee related problems, employee attrition is one of the key problem in the today's scenario despite the changes in the external environment.

- Attrition is said to be gradual reduction in number of employees through resignation, death and retirement.

- When a well-trained and well-adapted employee leaves the organization for any of the reason, it creates an empty space in an organization (i.e) there occurs a vacuum in the organization. It creates a great difficulty for a Human resource personnel to fill the gap that has occurred.

Introduction

- Employee attrition was rechristened as Employee Attrition. According to Webster the term attrition is defined as, "the process or state of being gradually worn down".

- Usually the attrition process starts after a person is employed in an organization and ends when the person quits or retires the job.

- Another important reason for attrition is that employee's remuneration is not voluminous and there is no career growth in their current job.

Literature Survey

TITLE	AUTHOR & YEAR	JOURNAL NAME	REMARKS
Improve Employee Retention	Corey Harris (Walden University 2018)	Employee Retention Strategies in the Information Technology	In this project Productivity declines when employees voluntarily leave an organization are mentioned.

Literature Survey

Corporate Employee Attrition Analytics	Dr. Shikha N. Khera1 , Ms. Karishma Gulati2 (Delhi 2012)	Human Resource Information System	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. [4]

Literature Survey

TITLE	AUTHOR & YEAR	JOURNAL NAME	REMARKS
AN ANALYSIS ON EMPLOYEE-ATTRITION IN IT INDUSTRY	Hardik P. K. (2016)	"a study on employee attrition"	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

Literature Survey

Study on Determining Factors of Employee Retention	Bodjrenou Kossivi (May 2016)	"Study on Determining Factors of Employee Retention".	Employees are the most valuable assets of an organization. Their significance to organizations calls for not only the need to attract the best talents.

Literature Survey

| TITLE	AUTHOR & YEAR	JOURNAL NAME	REMARKS
ANALYZING THE CAUSES OF ATTRITION IN IT INDUSTRIES - OPINION OF EMPLOYEE AND EMPLOYER	K. Malar Mathi and G. Malathi (2012))	"Analyzing the causes of Attrition in IT industries – opinion of Employees and Employer"	The research methodology was descriptive research and proportionate sample is taken for analyzing. The samples were collected through questionnaire with open ended questions. The tool used for analyzing the data's was Fried Man Test.
A study of employee attrition in small and medium enterprises causes and consequences	Mirchandani Bharti (Aug 2016)	"A study of employee attrition in small and medium enterprises"	Employees are the most valuable assets of an organization. Their significance to organizations calls for not only the need to attract the best talents.

Problem Identification

Attrition is a problem that impacts all businesses, irrespective of geography, industry and size of the company.

Employee attrition leads to significant costs for a business, including the cost of business disruption, hiring new staff and training new staff.

As such, there is great business interest in understanding the drivers of, and minimizing staff attrition.

Block Diagram
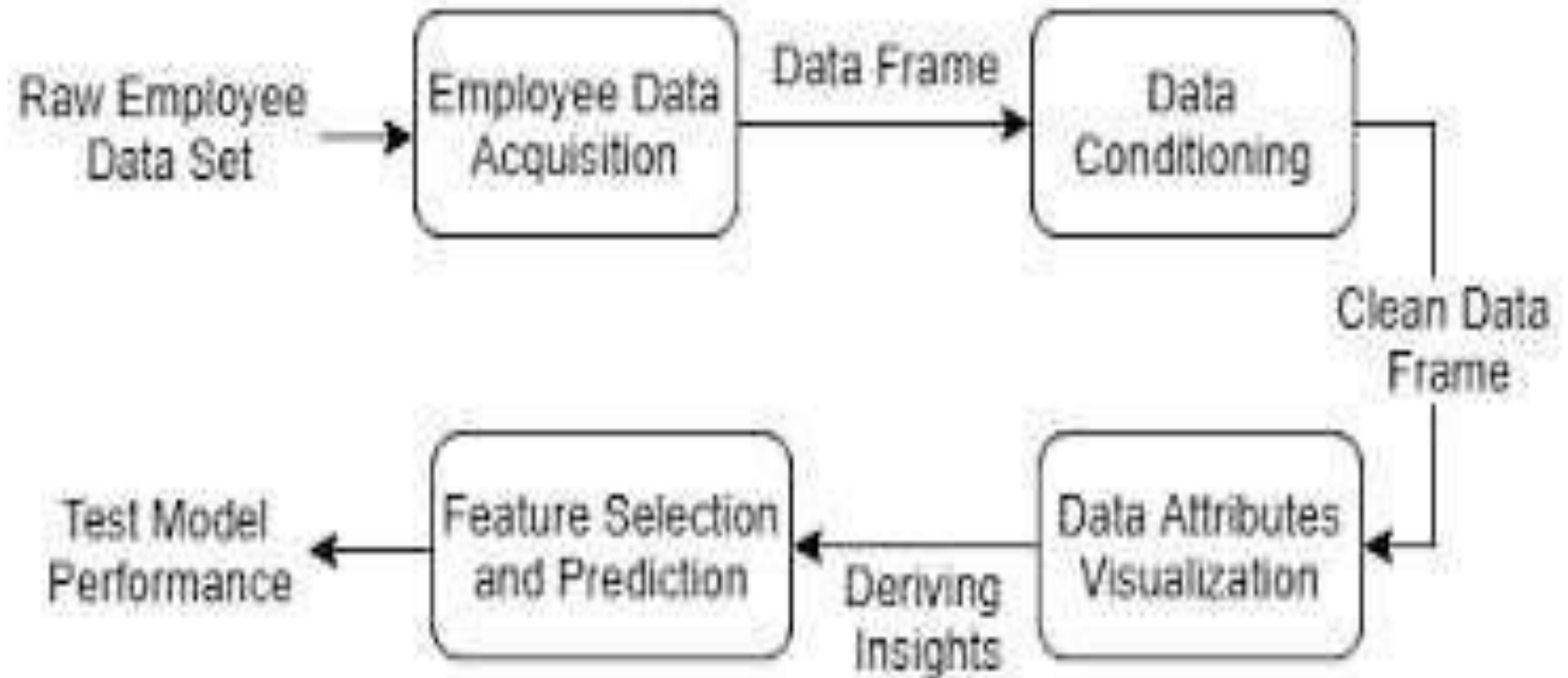
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[1] . Brijesh Kishore Goswami, Sushmita Jha (April 2012), "Attrition Issues and Retention Challenges of Employees" , International Journal of Scientific & Engineering Research Volume 3, Issue 4, April-2012 1 ISSN 2229-5518

2. Bodjrenou Kossivi, Ming Xu, Bomboma Kalgora (May 2016), Study on Determining Factors of Employee Retention. Open Journal of Social Sciences, Vol.[1] No.[2], May 30, 2016

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7. Brijesh Goswami and Sushmita Jha (2012). "Attrition Issues and Retention Challenges of Employees", International Journal of Scientific & Engineering Research, 3, 4.

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9. Attrition: A Global Problem- Sabitha Niketh, HRM Review, March 2008 Issue, Pg. no. 64-67, ICFAI University Press, Hyderabad.

10. K. Malar Mathi and G. Malathi (2012), "Analyzing the causes of Attrition in IT industries – opinion of Employees and Employer", Asia Pacific Journal of Research, 1, 4.

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Questions & Discussion

THANK YOU