

## **Thandalam, Chennai – 602105, Tamil Nadu, India**

## **Department of Electronics and Communication Engineering**



**HX8001 - PROFESSIONAL READINESS FOR INNOVATION, EMPLOYABILITY AND ENTREPRENEURSHIP**

# PROJECT TITLE

**Domain of the Project : DATA ANALYTICS**

**Team ID :** PNT2022TMID03607

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| **Team Members:**  **KOLLI BABU(212219060138)**  **L.HEMANTH KUMAR(212219060110)**  **KONERU VINAY(212219060142)**  **M.DEVENDRA REDDY(212219060155)** | **Mentor:**  **Dr.S.KUMARAN** |

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# 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.

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| **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. |
| 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 |

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| **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 |
| 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. |

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| **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. |

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# Problem Identification

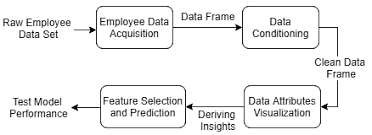
Attrition is a problem that impacts all businesses, irrespective of geography, industry and size of the company.

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.

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# Block Diagram



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# References[[1]](#footnote-1)

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2. Bodjrenou Kossivi, Ming Xu, Bomboma Kalgora ( May 2016), Study on Determining Factors of Employee Retention. Open Journal of Social Sciences, Vol.[[2]](#footnote-2) No.[[3]](#footnote-3), May 30, 2016

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2. 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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7. Shahani Naveen G, Sept 2012), “Impact of retention of employees a critical study of selected software companies in Mumbai reference time 2008 to 2012”,

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**Questions & Discussion**

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# THANK YOU

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2. . Vivek Sinha, (March 10, 2011) - Attrition is Indian firms’ new worry – Vivek Sinha, Hindustan Times, (March 10, 2011) Lucknow Edition [↑](#footnote-ref-2)
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