**Corporate Employee Attrition Analytics**  MEMBERS:

KOLLI BABU

L.HEMANTH KUMAR

KONERU VINAY

M.DEVENDRA REDDY

PROBLEM STATEMENT

* Over the past two years, this type of analytic practice has become indispensable.

Global labour markets have swung dramatically due to the COVID-19 pandemic.

* In addressing the ongoing challenges of the pandemic and the rise of remote work, employee attrition analytics will remain important to organizations seeking to retain top talent.
* Predictive analytics capability enables the design of an employee retention model to keep these valuable employees engaged and on board.
* Employee attrition analytics is specifically focused on identifying why employees voluntarily leave, what might have prevented them from leaving, and how we can use data to predict attrition risk.
* There are actually two types of attrition problems: too little and too much.
* The more talented the worker, the greater the consequences of attrition: Replacing an individual employee typically costs [one-half to two times](https://www.gallup.com/workplace/247391/fixable-problem-costs-businesses-trillion.aspx#:~:text=The%20cost%20of%20replacing%20an,to%20%242.6%20million%20per%20year.) the worker’s annual salary.
* Even if a good employee leaves as a result of “graduating” into a job with a client, if they become a great ambassador for the company, it can be a positive loss.