CORPORATE EMPLOYEE ATTRITION ANALYTICS

BATCH:8

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S.NO	PAPER TITLE	AUTHOR NAME	YEAR	PROJECT DESCRIPTION	TECHNIQUES	DRAWBACKS	IDEA
1.	Role of Predictive Analytics in Employee Retention: Corporate Cases	Sharma, Harsh and Shukla, Sneha	2020	To understand application of data analytics in HR decision making. It explains how different organization Implements people analytics to understand workforce composition, comprehending employee attributes and expectations from organizations.	HR Analytics; Predictive People Analytics; Employee Attrition; Workforce Analysis; Employee Retention.	Their might be a radical reduction in strength of the workspace.	Offer competitive compensation and benefits.
2.	Employee Attrition.	Alex Frye, Christopher Boomhower, Michael Smith,Landsay vitovsky,Stacey Fabricant	2018	Albeit to varying degrees, employee attrition is a costly challenge faced by many employers . To accomplish this, we examined publicly available data from the Office of Personnel Management, the Bureau of Labor Statistics, and IBM.	Predictive analytics,corporate learning analytics.	The employees might loss interest and sincerity.	To Prioritize professional growth.

| 3. | Employee attrition analysis using predictive technique | Srivastava, Devesh Kumar and Nair, Priyanka. | 2017. | 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. | Turn over prediction, Predictive analytics, Data mining, Employee attrition, Predictive algorithm,. | Cost must be incurred to recruit and train new employees. | Within the context of human resources and workforce planning. |
| 4. | Learning Analytics in the Corporate Sector., | Poquet, Oleksandra and Lim, Lisa-Angelique and De Laat, Maarten. | 2022 | The widespread adoption of digital tools for learning enables extensive data collection about employee learning activities. This study analyzes how corporations use data to inform and support their learning needs. This study presents a qualitative analysis of what managers and executives overseeing learning and development initiatives in their respective organizations value in learning analytics (LA) at workplace. | E-learning tools,social technologies,learning analytics,work place learning,corporate learning analytics, | When the workforce dwindles at a company as people leave and are not replaced. | Reduction in the workforce caused by retirement or resignation,without plans to fill or replace that vacant job position. |