

## Turnover Intention at BenzInfotech

### Background

BenzInfotech has been experiencing increased attrition rate for the past two quarters. They were not able to correctly identify the reason why employees leave. They offer benefits such as Employee Awards, Onsite Opportunities, Flexible Working hours etc. As they are not able to identify why employees leave, they decided to identify the turnover intentions of the employee. (*Turnover intention is the employee's intention to voluntarily change job or companies*). They engaged an MBA intern from a third party organization to conduct a fair survey among employees. You are the person who conducted the survey (based on a questionnaire that you prepared) and got the responses. The following are the data variables:

### Variables

Gender: Gender of the employee

Boss Gender: Gender of the Boss for each corresponding employee

Tenure: Years in organizations

Account: The regional account where they are associated at (APAC- Asia Pacific; MEA – Middle East and Africa; UKNA- United Kingdom and North America; LA – Latin America; EU – European Union)

Level: Designation Level

Performance Rating: Previous Year Performance Score (scale of 1-5; 5 being highest)

Job Satisfaction: The satisfaction level in their job (from another survey on a scale of 1-5; 5 being highest)

Engagement: The employee engagement level (from another survey on a scale of 1-5; 5 being highest)

LeavesPreYear: The number of leaves availed by employees during previous one year

OnsiteOppurtunity: Whether or not the employees have got an onsite opportunity

Awards: Whether or not the employee received any award from BenzInfotech

Flexihours: A benefit offered to employees – whether or not employees are permitted to work during flexible hours

Intention: The turnover intention (Yes indicates, the employee is thinking to move out)

### Task

Create a model that predicts the turnover intention of employees based on the above variables. Identify the important predictors and justify the accuracy of the model. Offer insights from your analysis and also prescribe strategies for the organization to reduce the turnover intention.