

# Employee Workplace Analysis Tool

## **ABSTRACT:**

The purpose of this tool is to provide a Bayesian Network that takes into consideration multiple parameters like appraisal, job satisfaction, team environment and others to determine if an employee at a company is happy/satisfied with his job or not and what are the chances that he'll put in a resignation due to the values of these parameters. All the parameters are the nodes of the Bayesian Network and the dependencies between them are the links. Predecessors are reasons due to which an employee might put in his resignation request and successors are effects of the employee putting in his resignation request. This network will help an organization/company to understand and evaluate the reasons behind an employee's resignation and the effects it has on the employee's performance. There's a decision node added to the network to decide if counselling is recommended for the employee or not. The utility function helps decide the productivity of the organisation's counselling program.

## **Causes/Reasons:**

Following are the parameters that directly or indirectly lead to an employee's resignation:

1. Disputes with Colleagues/Superiors
2. Feeling of Betrayal
3. Appraisal
4. Recognition
5. Productive Work
6. Skills Used on Job
7. Revenue
8. Negative Team Environment
9. Overall Job Satisfaction
10. Position Level
11. Stability of the Company
12. Competitive Pay

## **Effects/Consequences:**

Following are the parameters that suffer/occur due to an employee's resignation:

1. Inefficiency
2. Decreased Morale
3. Innovation
4. Creativity
5. Work Delegation
6. Active Participation
7. Unpunctual
8. Less Reliability

**Utility function:** Productive Counselling

**Decision Node:** Counselling Recommended

## Usage Manual:

Download and place the Employee Analysis file in any directory and open it in NETICA application. Compile the project and after the network is initialized, modify and set the values accordingly and see how the network adapts to the change robustly and follows the trend as correctly as possible.

