@articleabelson1984, title=Optimal and dysfunctional turnover: Toward an organizational level model, author=Abelson, Michael A and Baysinger, Barry D, journal=Academy of management Review, volume=9, number=2, pages=331-341, year=1984, publisher=Academy of Management

@articlealao2013, title=Analyzing Employee Attrition Using Decision Tree Algorithms, author=Alao, D and Adeyemo, AB, journal=Computing, Information Systems, Development Informatics and Allied Research Journal, volume=4, number=1, year=2013

@bookallison2010, title=Survival analysis using SAS: A practical guide, author=Allison, Paul D, year=2010, publisher=Sas Institute

@articleallen2010, title=Retaining Talent: Replacing Misconceptions with Evidence-based Strategies, author=Allen, David G and Bryant, Phillip C and Vardaman, James M, journal=The Academy of Management Perspectives, volume=24, number=2, pages=48-64, year=2010, publisher=Academy of Management

@articlealwan1988, title=Time-series modeling for statistical process control, author=Alwan, Layth C and Roberts, Harry V, journal=Journal of Business & Economic Statistics, volume=6, number=1, pages=87–95, year=1988, publisher=Taylor & Francis Group

@articlebatt2002, title=Managing customer services: Human resource practices, quit rates, and sales growth, author=Batt, Rosemary, journal=Academy of management Journal, volume=45, number=3, pages=587–597, year=2002, publisher=Academy of Management

@articleBatt2003, Author = Batt, Rosemary and Valcour, P. Monique, ISSN = 00198676, Journal = Industrial Relations, Keywords = PERSONNEL management, LABOR turnover, WORK & family, WORK – Psychological aspects, QUALITY of work life, SEX differences (Biology), Number = 2, Pages = 189 - 220, Title = Human Resources Practices as Predictors of Work-Family Outcomes and Employee Turnover., Volume = 42, URL=http://proxy.lib.utk.edu:90/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=bth&AN=9 Year = 2003,

@articlebalfour1993, title=Predicting and Managing Turnover in Human Service Agencies: A Case-study of an Organization in Crisis, author=Balfour, Danny L and Neff, Donna M, journal=Public Personnel Management, volume=22, number=3, pages=473-486, year=1993, publisher=SAGE Publications

@articlebergmeir2012, title=On the use of cross-validation for time series predictor evaluation, author=Bergmeir, Christoph and Benítez, José M, journal=Information Sciences, volume=191, pages=192–213, year=2012, publisher=Elsevier

@articlebluedorn1982, title=A Unified Model of Turnover from Organizations, author=Bluedorn, Allen C, journal=Human relations, volume=35, number=2, pages=135–153, year=1982, publisher=Sage Publications

@bookbowerman2005, title=Forecasting, time series, and regression: An applied approach, author=Bowerman, Bruce L and O'Connell, Richard T and Koehler, Anne B, year=2005, publisher=South-Western Pub

@bookbox1970, title=Time series analysis: forecasting and control, author=Box, George EP and Jenkins, Gwilym M and Reinsel, Gregory C, year=1970, publisher=John Wiley & Sons

@articlebluedorn1982, title=A Unified Model of Turnover from Organizations, author=Bluedorn, Allen C, journal=Human relations, volume=35, number=2, pages=135–153, year=1982, publisher=Sage Publications

@articlebright2008, title=Does public service motivation really make a difference on the job satisfaction and turnover intentions of public employees?, author=Bright, Leonard, journal=The American Review of Public Administration, volume=38, number=2, pages=149–166, year=2008, publisher=Sage Publications

@miscbrostrom2012, title=eha: Event history analysis. R package version 2.0-7, author=Broström, G, vear=2012

@articlebowie1981, title=Finding causes of seasonal diseases using time series analysis, author=Bowie, Cameron and Prothero, David, journal=International journal of epidemiology, volume=10, number=1, pages=87-92, year=1981, publisher=IEA

@articlebuckley1979, title=Linear regression with censored data, author=Buckley, Jonathan and James, Ian, journal=Biometrika, volume=66, number=3, pages=429-436, year=1979, publisher=Biometrika Trust @articleburns2013, title=Employment Mobility or Turnover? An Analysis of Child Welfare and Protection Employee Retention, author=Burns, Kenneth and Christie, Alastair, journal=Children and Youth

Services Review, volume=35, number=2, pages=340-346, year=2013, publisher=Elsevier

@articlecarrion2010, title=Evaluation of the Reliability of a Water Supply Network from Right-censored

and Left-truncated Break Data, author=Carrión, Andrés and Solano, Hernando and Gamiz, María Luz and Debón, Ana, journal=Water resources management, volume=24, number=12, pages=2917-2935, year=2010, publisher=Springer

@articlechu1998, title=Forecasting Tourist Arrivals: nonlinear sine wave or ARIMA?, author=Chu, Fong-Lin, journal=Journal of Travel Research, volume=36, number=3, pages=79–84, year=1998, publisher=Sage Publications

@articleclaus1991, title=Genetic analysis of breast cancer in the cancer and steroid hormone study., author=Claus, EB and Risch, N and Thompson, WD, journal=American journal of human genetics, volume=48, number=2, pages=232, year=1991, publisher=Elsevier

@bookcox1972, title=Life Tables, author=Cox, Peter R, year=1972, publisher=Wiley Online Library @articledetert2007, title=Managerial modes of influence and counterproductivity in organizations: a longitudinal business-unit-level investigation., author=Detert, James R and Treviño, Linda K and Burris, Ethan R and Andiappan, Meena, journal=Journal of Applied Psychology, volume=92, number=4, pages=993, year=2007, publisher=American Psychological Association

@articlebraun2011, title=Modeling customer lifetimes with multiple causes of churn, author=Braun, Michael and Schweidel, David A, journal=Marketing Science, volume=30, number=5, pages=881-902, year=2011, publisher=INFORMS

@articlecardy2011, title=Will they stay or will they go? Exploring a customer-oriented approach to employee retention, author=Cardy, Robert L and Lengnick-Hall, Mark L, journal=Journal of Business and Psychology, volume=26, number=2, pages=213-217, year=2011, publisher=Springer

@articlecurrivan2000, title=The causal order of job satisfaction and organizational commitment in models of employee turnover, author=Currivan, Douglas B, journal=Human Resource Management Review, volume=9, number=4, pages=495-524, year=2000, publisher=Elsevier

@articled1990, title=A suggestion for using powerful and informative tests of normality, author=D'agostino, Ralph B and Belanger, Albert and D'Agostino Jr, Ralph B, journal=The American Statistician, volume=44, number=4, pages=316−321, year=1990, publisher=Taylor & Francis

@bookde1998, title=Forecasting principles and applications, author=DeLurgio, Stephen A, year=1998 @articlede1999, title=Mixture models for cancer survival analysis: application to population-based data with covariates, author=De Angelis, R and Capocaccia, R and Hakulinen, T and Soderman, B and Verdecchia, A, journal=Statistics in medicine, volume=18, number=4, pages=441-454, year=1999, publisher=Wiley Online Library

@articledreher1980, title=Turnover and Competition for Expected Job Openings: An Exploratory Analysis, author=Dreher, George F and Dougherty, Thomas W, journal=Academy of Management Journal, volume=23, number=4, pages=766-772, year=1980, publisher=Academy of Management

@articlefeeley1997, title=Predicting Employee Turnover From Communication Networks, author=Feeley, Thomas H and Barnett, George A, journal=Human Communication Research, volume=23, number=3, pages=370-387, year=1997, publisher=Wiley Online Library

@articlefisher1999, title=Time-dependent covariates in the Cox proportional-hazards regression model, author=Fisher, Lloyd D and Lin, Danyu Y, journal=Annual review of public health, volume=20, number=1, pages=145–157, year=1999, publisher=Annual Reviews 4139 El Camino Way, PO Box 10139, Palo Alto, CA 94303-0139, USA

@articlehong2007, title=A Comparative Test of Two Employee Turnover Prediction Models, author=Hong, Wei-Chiang and Wei, Shih-Yung and Chen, Yu-Fen, journal=International Journal of Management, volume=24, number=4, year=2007

@articleglebbeek2004, Author = Glebbeek, Arie C. and Bax, Erik H., ISSN = 00014273, Journal = Academy of Management Journal, Keywords = LABOR turnover, ORGANIZATIONAL effectiveness, FI-NANCIAL performance, INDUSTRIAL management, PERSONNEL management, MANAGEMENT science, PERFORMANCE standards, REGRESSION analysis, TEMPORARY help services, INDUSTRIAL efficiency, Number = 2, Pages = 277 - 286, Title = IS HIGH EMPLOYEE TURNOVER REALLY HARM-FUL? AN EMPIRICAL TEST USING COMPANY RECORDS., Volume = 47, Year = 2004,

@articlegriffeth2000, title=A meta-analysis of antecedents and correlates of employee turnover: Update, moderator tests, and research implications for the next millennium, author=Griffeth, Rodger W and Hom, Peter W and Gaertner, Stefan, journal=Journal of management, volume=26, number=3, pages=463-488,

year=2000, publisher=Sage Publications

@articlegrossler2010, title=Supporting Long-term Workforce Planning with a Dynamic Aging Chain Model: A Case Study from the Service Industry, author=Größler, Andreas and Zock, Alexander, journal=Human Resource Management, volume=49, number=5, pages=829-848, year=2010, publisher=Wiley Online Library

@articlegrznar1997, title=A robust smoothing approach to statistical process control, author=Grznar, John and Booth, David E and Sebastian, Paul, journal=Journal of chemical information and computer sciences, volume=37, number=2, pages=241-248, year=1997, publisher=ACS Publications

@articleheller1992, title=Prediction in Censored Survival Data: A Comparison of the Proportional Hazards and Linear Regression Models., author=Heller, Glenn and Simonoff, Jeffrey S, journal=Biometrics, volume=48, number=1, pages=101-115, year=1992

@articlehausknecht2011, title=Collective turnover at the group, unit, and organizational levels: Evidence, issues, and implications, author=Hausknecht, John P and Trevor, Charlie O, journal=Journal of Management, volume=37, number=1, pages=352-388, year=2011, publisher=SAGE Publications

@bookhanke1998, title=Business forecasting, author=Hanke, John E and Reitsch, Arthur G and Wichern, Dean W, year=1998, publisher=Prentice Hall Upper Saddle River, NJ

@articlehancock2013, title=Meta-analytic review of employee turnover as a predictor of firm performance, author=Hancock, Julie I and Allen, David G and Bosco, Frank A and McDaniel, Karen R and Pierce, Charles A, journal=Journal of Management, volume=39, number=3, pages=573–603, year=2013, publisher=SAGE Publications

@articleholtom2008, title=Turnover and Retention Research: A Glance at the Past, a Closer Review of the Present, and a Venture into the Future, author=Holtom, Brooks C and Mitchell, Terence R and Lee, Thomas W and Eberly, Marion B, journal=The Academy of Management Annals, volume=2, number=1, pages=231–274, year=2008, publisher=Taylor & Francis

@articlehar1983, title=Forecasting Economic Time Series with Structural and Box-Jenkins Models: A Case Study, author=Harvey, Andrew C and Todd, PHJ, journal=Journal of Business & Economic Statistics, volume=1, number=4, pages=299-307, year=1983, publisher=Taylor & Francis Group

@mischyndman2014, title= CRAN Task View: Time Series Analysis, author= Hyndman, Rob J., how-published = http://cran.r-project.org/web/views/TimeSeries.html, year=2014, note=Accessed: 2014-05-01

@bookhosmer2013, title=Applied logistic regression (3rd Edition), author=Hosmer, David W. and Lemeshow, Stanley and Sturdivant, Rodney X., year=2013, publisher=New York, NY, USA: John Wiley & Sons page=178

@articleittig1997, title=A seasonal index for business, author=Ittig, Peter T, journal=Decision Sciences, volume=28, number=2, pages=335-355, year=1997, publisher=Wiley Online Library

@articlekacmar2006, title=Sure everyone can be replaced but at what cost? Turnover as a predictor of unit-level performance, author=Kacmar, K Michele and Andrews, Martha C and Van Rooy, David L and Steilberg, R Chris and Cerrone, Stephen, journal=Academy of Management Journal, volume=49, number=1, pages=133-144, year=2006, publisher=Academy of Management

@articlekleinbaum1998, title=Survival Analysis, a Self-Learning Text, author=Kleinbaum, David G, journal=Biometrical Journal, volume=40, number=1, pages=107–108, year=1998, publisher=Wiley Online Library

@miscleonard2001, author = Leonard, Bill, title = Turnover at the Top, journal = HR Magazine, year = 2001, month=May type = Magazine Article

@articlelu2002, title=Predicting customer churn in the telecommunications industry: An application of survival analysis modeling using SAS, author=Lu, Junxiang, journal=SAS User Group International (SUGI27) Online Proceedings, pages=114–27, year=2002

@articlelemke2012, title=Building a Predictive Model for 30-Day Inpatient Readmission using PROC PHREG, journal=NESUG.org, author=Lemke, Klaus, year=2012, pages=13

@articlelum1998, title=Explaining Nursing turnover Intent: Job Satisfaction, Pay Satisfaction, or Organizational Commitment?, author=Lum, Lillie and Kervin, John and Clark, Kathleen and Reid, Frank and Sirola, Wendy, journal=Journal of Organizational Behavior, volume=19, number=3, pages=305–320, year=1998, publisher=Wiley Online Library

@articlemorrow1999, title=Using Absenteeism and Performance to Predict Employee Turnover: Early

Detection through Company Records, author=Morrow, Paula C and McElroy, James C and Laczniak, Kathleen S and Fenton, James B, journal=Journal of Vocational Behavior, volume=55, number=3, pages=358–374, year=1999, publisher=Elsevier

@articlemartin1979, title=A Contextual Model of Employee Turnover Intentions, author=Martin, Thomas N, journal=Academy of Management Journal, volume=22, number=2, pages=313-324, year=1979, publisher=Academy of Management

@articlemobley1979, title=Review and Conceptual Analysis of the Employee Turnover Process., author=Mobley, William H and Griffeth, Rodger W and Hand, Herbert H and Meglino, Bruce M, journal=Psychological bulletin, volume=86, number=3, pages=493, year=1979, publisher=American Psychological Association

@articlemobley1982, title=Some unanswered questions in turnover and withdrawal research, author=Mobley, William H, journal=Academy of Management Review, volume=7, number=1, pages=111-116, year=1982, publisher=Academy of Management

@articlemueller1989, title=Some consequences of turnover: A work unit analysis, author=Mueller, Charles W and Price, James L, journal=Human Relations, volume=42, number=5, pages=389-402, year=1989, publisher=Sage Publications

@articlenagadevara2008, title=Establishing a Link between Employee Turnover and Withdrawal Behaviours: Application of Data Mining Techniques, author=Nagadevara, Vishnuprasad and Srinivasan, Vasanthi and Valk, Reimara, journal=Research & Practice in Human Resource Management, volume=16, number=2, year=2008

@articleng1991, title=A Proportional Hazards Regression Analysis of Employee Turnover among Nurses in New-Zealand, author=Ng, Sik Hung and Cram, Fiona and Jenkins, Lesley, journal=Human Relations, volume=44, number=12, pages=1313-1330, year=1991, publisher=Sage Publications

@miscoecd2013, author = Organisation for Economic Co-operation and Development, title = Composite Leading Indicators(MEI), Howpublished=http://stats.oecd.org/index.aspx?queryid=6617, year = 2013, note = Accessed: 2014-04-30

@articlepan1998, title=A nonparametric estimator of survival functions for arbitrarily truncated and censored data, author=Pan, Wei and Chappell, Rick, journal=Lifetime data analysis, volume=4, number=2, pages=187-202, year=1998, publisher=Springer

@bookpankratz2012, title=Forecasting with dynamic regression models, author=Pankratz, Alan, volume=935, year=2012, publisher=John Wiley & Sons

@articlerakhmatov2003, title=A model for battery lifetime analysis for organizing applications on a pocket computer, author=Rakhmatov, Daler and Vrudhula, Sarma and Wallach, Deborah A, journal=Very Large Scale Integration (VLSI) Systems, IEEE Transactions on, volume=11, number=6, pages=1019–1030, year=2003, publisher=IEEE

@articleroyston2013, title=External Validation of a Cox Prognostic Model: Principles and Methods, author=Royston, Patrick and Altman, Douglas G, journal=BMC medical research methodology, volume=13, number=1, pages=33, year=2013, publisher=BioMed Central Ltd

@articlesagie2002, title=Assessing the costs of behavioral and psychological withdrawal: A new model and an empirical illustration, author=Sagie, Abraham and Birati, Assa and Tziner, Aharon, journal=Applied Psychology, volume=51, number=1, pages=67-89, year=2002, publisher=Wiley Online Library

@articleselden2000, title=A model of voluntary turnover in state government, author=Selden, Sally Coleman and Moynihan, Donald P, journal=Review of Public Personnel Administration, volume=20, number=2, pages=63-74, year=2000, publisher=Sage Publications

@articlestaw1980, title=The consequences of turnover, author=Staw, Barry M, journal=Journal of Occupational Behaviour, pages=253-273, year=1980, publisher=JSTOR

@articletay2003, title=Short-term Electricity Demand Forecasting Using Double Seasonal Exponential Smoothing, author=Taylor, James W, journal=Journal of the Operational Research Society, volume=54, number=8, pages=799–805, year=2003, publisher=Nature Publishing Group

@booktableman2003, title=Survival analysis using S: analysis of time-to-event data, author=Tableman, Mara and Kim, Jong Sung, year=2003, publisher=CRC press

@articlerichard2001, title=Strategic human resource management effectiveness and firm performance, author=Richard, Orlando C and Johnson, Nancy Brown, journal=International Journal of Human Resource

Management, volume=12, number=2, pages=299-310, year=2001, publisher=Taylor & Francis

@articlesaradhi2011, title=Employee Churn Prediction, author=Saradhi, V Vijaya and Palshikar, Girish Keshav, journal=Expert Systems with Applications, volume=38, number=3, pages=1999-2006, year=2011, publisher=Elsevier

@booksmith2002, title=Analysis of failure and survival data, author=Smith, Peter J, year=2002, publisher=CRC Press

@articlesexton2005, title=Employee Turnover: A Neural Network Solution, author=Sexton, Randall S and McMurtrey, Shannon and Michalopoulos, Joanna O and Smith, Angela M, journal=Computers & Operations Research, volume=32, number=10, pages=2635-2651, year=2005, publisher=Elsevier

@articleshapiro1965, title=An analysis of variance test for normality (complete samples), author=Shapiro, Samuel Sanford and Wilk, Martin B, journal=Biometrika, pages=591-611, year=1965, publisher=JSTOR

@articlesubramony2012, title=The Long-Term Influence of Service Employee Attrition on Customer Outcomes and Profits, author=Subramony, Mahesh and Holtom, Brooks C, journal=Journal of Service Research, volume=15, number=4, pages=460-473, year=2012, publisher=SAGE Publications

@articlethaden2010, title=Understanding Attrition and Predicting Employment Durations of Former Staff in a Public Social Service Organization, author=Thaden, Emily and Jacobs-Priebe, Lynette and Evans, Scot, journal=Journal of Social Work, volume=10, number=4, pages=407-435, year=2010, publisher=SAGE Publications

@articlevelleman1980, title=Definition and comparison of robust nonlinear data smoothing algorithms, author=Velleman, Paul F, journal=Journal of the American Statistical Association, volume=75, number=371, pages=609-615, year=1980, publisher=Taylor & Francis Group

@miscwarren2008, author = Warren, Hugh E. , title = Forecasting Time Series within Excel, Howpublished=http://web.calstatela.edu/faculty/hwarren/a503/forecast%20time%20series%20within%20Excel.htm, year = 2008, note = Accessed: 2014-04-30

@articleweisent2010, title=Comparison of three time-series models for predicting campylobacteriosis risk, author=Weisent, Jennifer and Seaver, William and Odoi, A and Rohrbach, B, journal=Epidemiology and infection, volume=138, number=06, pages=898-906, year=2010, publisher=Cambridge Univ Press

@articlewhite1995, title=Employee turnover: The hidden drain on profits, author=White, Gerald L, journal=HR Focus, volume=72, number=1, pages=15–17, year=1995, publisher=Tesco Plc.

@articlewin1960, title=Forecasting Sales by Exponentially Weighted Moving Averages, author=Winters, Peter R, journal=Management Science, volume=6, number=3, pages=324-342, year=1960, publisher=INFORMS■

@articlewright1998, title=Emotional Exhaustion as a Predictor of Job Performance and Voluntary Turnover, author=Wright, Thomas A and Cropanzano, Russell, journal=Journal of Applied Psychology, volume=83, number=3, pages=486, year=1998, publisher=American Psychological Association

@articlewright2002, title=Desegregating HRM: A review and synthesis of micro and macro human resource management research, author=Wright, Patrick M and Boswell, Wendy R, journal=Journal of management, volume=28, number=3, pages=247-276, year=2002, publisher=Sage Publications

@articlezhang2003, title=Time series forecasting using a hybrid ARIMA and neural network model, author=Zhang, G Peter, journal=Neurocomputing, volume=50, pages=159-175, year=2003, publisher=Elsevier

@miscunemployment, author = U.S Bureau of Labor Statistics, title = (Seas) Unemployment Rate, year = 2015, howpublished=http://data.bls.gov/timeseries/LNS14000000, note = Accessed: 2015-01-30

@miscHPI, author = Federal Housing Finance Agency, title = Monthly Purchase-Only Indexes, year = 2015, howpublished=http://www.fhfa.gov/DataTools/Downloads/Pages/House-Price-Index-Datasets.aspx, note = Accessed: 2015-01-30

@miscsp500, author = S&P Dow Jones Indices, title =Standard and Poor's (S&P) 500 Index Data including Dividend, Earnings and P/E Ratio, year = 2015, howpublished=http://data.okfn.org/data/core/s-and-p-500, note = Accessed: 2015-01-30 @miscwill5000, author = Wilshire Associates, title =Wilshire 5000 Total Market Index, year = 2015, howpublished=https://research.stlouisfed.org/fred2/series/WILL5000INDFC/download note = Accessed: 2015-01-30