ATTRITION AT COMPANY

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Objective

To use a logistic regression to model the likelihood of attrition. The management will use these statistics to determine what adjustments to make to the workplace in order to retain the majority of their staff.

Outcome

Students should be able to apply the analytical concept and tool for calculating HR related figures and take decision accordingly. At any given moment, XYZ, a sizable corporation, employs about 4,000 people. However, the corporation loses about 15% of its workforce each year, so talent from the open job market must be brought in to replace them. The following factors, according to management, make this amount of attrition—employees quitting on their own initiative or as a result of being fired—bad for the business:

The projects of the former employees are delayed, making it impossible to meet deadlines and harming the company's reputation with partners and customers.
To attract fresh people, a sizable department must be kept up to date.

3. New hires almost always need to be given time to become used to the workplace and/or training for the position.

In order to reduce attrition, the management has thus hired an HR analytics company to help them determine which aspects to prioritize. Stated differently, they are seeking advice on how to improve their workplace environment such that the majority of their staff choose to stay. They also want to know which of these factors is the most crucial and requires immediate attention. Given your status as a star analyst at the company, you have been assigned this project.