Prediction of Employee Attrition

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Abstract: *The attrition of employees is the problem faced by many organizations, where valuable and experienced employees leave the organization on a daily basis. The higher wages coupled with shortage of experienced professionals started leading to higher attrition rates. Shortage of qualified personnel and employee attrition were two main problems expressed by many of the firms. The main objective of this research work is to develop a model that can help to predict whether an employee will leave the company or not. The essential idea is to measure the effectiveness of employee appraisal and satisfaction rates within the company, which can help to reduce the attrition rate of employees. Implementing this principle will help management in employee appraisal and in the decision-making process to recognize valuable employees who will leave the company. Using this application, hidden reasons for employees' attrition can be identified, and management can take preventive actions regarding attrition of each employee individually.*

Keywords: Human Resource Management, Machine Learning, Prediction, Classification, Employees Attrition.

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