VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI

A PROJECT REPORT ON

"PREDICTING EMPLOYEE ATTRITION IN SOFTWARE SERVICES ORGANIZATIONS"

Submitted in partial fulfillment for the award of Degree of,

BACHELOR OF ENGINEERING

IN

COMPUTER SCIENCE & ENGINEERING

By

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CERTIFICATE

This is to certify that the project entitled **"PREDICTING EMPLOYEE ATTRITION IN SOFTWARE SERVICES ORGANIZATIONS"** has been successfully completed by

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the bonafide students of **DEPARTMENT OF COMPUTER SCIENCE & ENGINEERING, ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY** of the **VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI** during the year 2019–2020. It is certified that all corrections/suggestions indicated for Internal Assessment have been incorporated in the report deposited in the departmental library. The project report has been approved as it satisfies the academic requirements in respect of Project work prescribed for the Bachelor of Engineering Degree.

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ABSTRACT

Human resource is the backbone of any company. Employees leaving organizations is referred to as attrition. It is very expensive as acquiring new employees is not easy and even when acquired, the new employees will have a learning curve to become fully productive. A good understanding of the reasons why employees leave is important so that organizations can frame appropriate policies to enable employee satisfaction and retention. There are several factors which are considered to be contributing to employee attrition. Various prediction models have been developed and used to address this critical issue. This project is an attempt to survey the various modelling techniques that have been and are being used in academia and industry to determine the significant factors that contribute to employee attrition and estimating the chance of an employee leaving an organization. This will help the organization to focus efforts to address concerns of those employees who are at a higher risk of leaving the organization. The suitability of the techniques used will be discussed and few of those techniques will be implemented and validated on available dataset from an organization in the software industry. The outcome of this project is likely to be a useful reference to the organization and the software industry at large.