



A Method for Analyzing Factors That Affect Employees for Turnover Intention

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Abstract

The present invention relates to a method (100) for analyzing factors that affect employees' for turnover intention. The method (100) comprises a processor and a display unit. The processor is operably connected with the memory unit. The processor obtaining the machine-readable instructions from the memory unit. The processor is configured to: determine factors that affect employees' for turnover intention; divide determined factors affect employees' for turnover intention; analyze the determined the factors affect employees' for turnover intention. The display unit is operationally connected with the processor. The display unit is configured to user interface unit and display factors that affect employees' for turnover intention.

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FIELD OF INVENTION

The present invention relates to a field of managed wellness programs and particularly a method for analyzing factors that affect employees' for turnover intention.

BACKGROUND OF THE INVENTION

The possibility that a person may quit their current employment is referred to as their "turnover intention." An organisation may be able to adjust to market changes through turnover rather than through expensive layoffs. Employee turnover is one of the major problems for every business and has long-lasting consequences. Factors such as colleague relations, organizational commitment, organizational justice, organizational reputation, communication, and organizational politics play an important role in employee's turnover intention. Therefore, it is very important to find out what factors will cause employees' turnover intention.

The following prior art is being reported:

US20210004745- A method, computer system, and computer program product that aggregates sample data regarding a plurality of factors associated with work scheduling, employee compensation, and employee turnover performs

performs iterative analysis on the sample data using machine learning to construct a predictive model; populates, using the predictive model, a database with predicted values of employee turnover in relation to work scheduling and employee compensation; converts the predicted values of employee turnover in the database into percentages of observed values of employee turnover for a selected group of employers over a specified time period to create indices of employee turnover; and rank orders the selected employers according to their indices of employee turnover.

AU2007100033 - A method for estimating contingent employee turnover costs of an organisation, the method including the steps of: providing employees of the organisation with questions relating to their intention to stay with the organisation; receiving responses to the questions from individual employees; based on their responses, categorising individual employees as stayers, moderate-risk leavers or high-risk leavers within a subsequent predetermined period; and estimating contingent employee turnover costs of the organisation for the predetermined period by multiplying the number of high-risk leavers by

1702

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their average remuneration. 1304 pones, categorise stayers, moderate- r high-risk leavers Calculate contingent employee turnover costs by multiplying umber of high-risk leavers by their average remuneration Figure 1.

US20170024830- Disclosed in some examples are methods, systems, and machine readable mediums for providing an enhanced employee turnover rate (EETR). The EETR factors in seniority level in the turnover rate calculation without introducing direct weightings. To avoid bias issues, a formula is created based upon the observation that seniority and numerosity are inverse. That is, there are fewer senior level positions than there are entry level positions in most companies. In some examples, the EETR may be calculated automatically using social networking service data that is maintained by the social networking service and updated by the employees themselves. This relieves the organization of the task of manually calculating this data.

CN108805413- Embodiments of the invention disclose an employee turnover risk prediction method and device, computer equipment and a storage medium. The method comprises the steps of acquiring to-be-tested employee data, wherein the to-be-tested employee data includes in-service employee data and separated employee data; carrying out pre-processing on the in-service employee data and the separated employee data; extracting multi-dimensional feature information from the pre-processed separated employee data, and constructing a training set according to the extracted multi-dimensional feature information; training the training set through a preset random forest algorithm to obtain a prediction model; constructing a test set according to the pre-processed in-service employee data, and carrying out prediction on the test set by using the prediction model, so that an in-service employee turnover risk prediction result is obtained. According to the employee turnover risk prediction method and device, the capability of predicting turnover intentions of employees by an enterprise can be improved, so that the loss of the enterprise can be reduced.

OBJECTS OF THE INVENTION

Some of the objects of the present disclosure,

which at least one embodiment herein satisfies, are as follows.

It is an object of the present disclosure to ameliorate one or more problems of the prior art or to at least provide a useful alternative

An object of the present disclosure is to provide a method for analyzing factors that affect employees' for turnover intention to reduce employee intention rate.

An object of the present disclosure is to provide a method for analyzing factors that affect employees' for turnover intention that will evaluate employee's willingness to stay in an organization in the future.

Another object of the present disclosure is to provide a method for analyzing factors that affect employees' for turnover intention that leads to employee satisfaction by employing organizational justice.

Still another object of the present disclosure is to provide a method for analyzing factors that affect employees' for turnover intention that illustrates the organization ability to create value.

Another object of the present disclosure is to provide a method for analyzing factors that affect employees' for turnover intention that will enhance the productivity and performance of employee.

Other objects and advantages of the present disclosure will be more apparent from the following description, which is not intended to limit the scope of the present disclosure.

SUMMARY OF THE INVENTION

The following presents a simplified summary of the invention in order to provide a basic understanding of some aspects of the invention. This summary is not an extensive overview of the present invention. It is not intended to identify the key/critical elements of the invention or to delineate the scope of the invention. Its sole purpose is to present some concept of the invention in a simplified form as a prelude to a more detailed description of the invention presented later.

The present invention is generally directed to the model on the factors that affect employees'



for turnover intention. The aim of this method is to find out the factors that may influence the employees' turnover intention. The method is focused mainly only on various parameters such as organization culture, climate, commitment, reputation, policies, and justice. The method also highlights on other parameters for example

work pressure, leadership style, salary, collegial relationship, demographic, promotional opportunity, communication, job satisfaction and job stress that directly and indirectly affect employees at the workstation that leads to turnover intention between them.

BRIEF DESCRIPTION OF THE DRAWINGS

Figure: 1

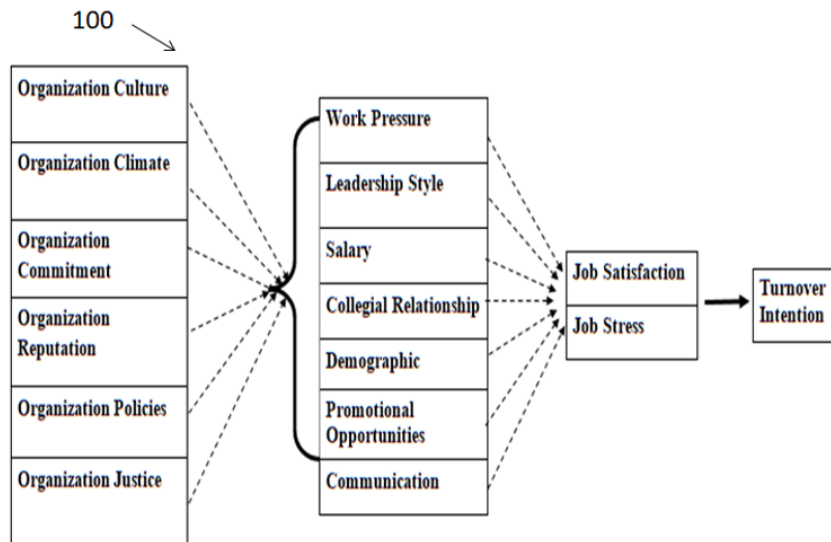


Fig 1: illustrates a method for analyzing factors that affect employees' for turnover intention, in accordance with an embodiment of the present invention. 1704

Figure: 2

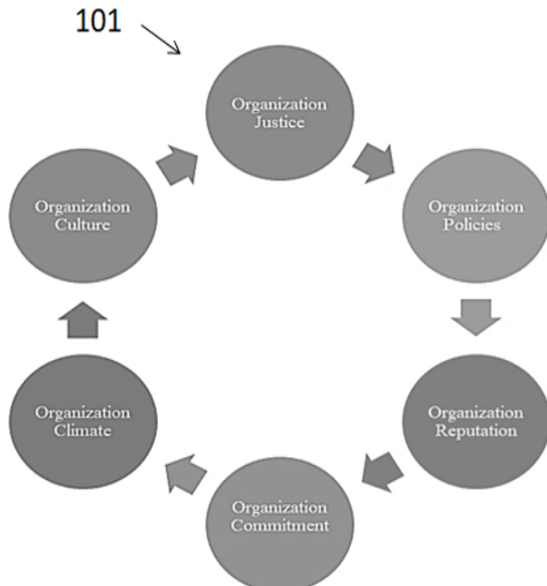


Fig 2: illustrates the factors related to organization that creates turnover intention, in accordance with an embodiment of the present invention.

Figure: 3

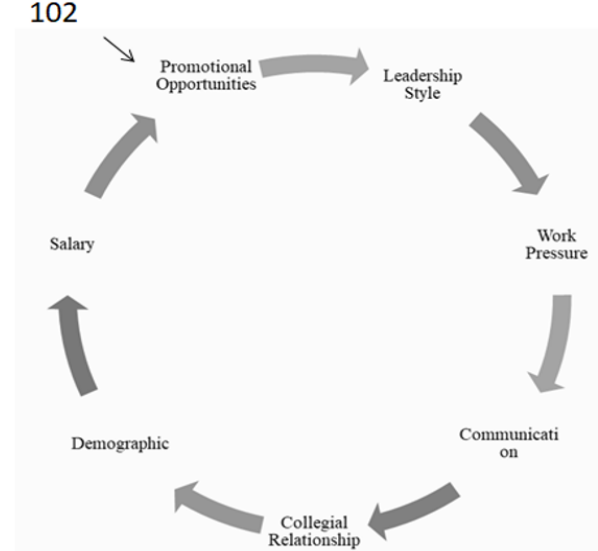


Fig 3: illustrates the organization culture, in accordance with an embodiment of the present invention.

DETAILED DESCRIPTION OF THE INVENTION

The following description is of exemplary embodiments only and is not intended to limit the scope, applicability or configuration of the



invention in any way. Rather, the following description provides a convenient illustration for implementing exemplary embodiments of the invention. Various changes to the described embodiments may be made in the function and arrangement of the elements described without departing from the scope of the invention.

Figure 1: illustrates a method (100) for analyzing factors that affect employees' for turnover intention, in accordance with an embodiment of the present invention. The method (100) comprises a processor and a display unit. The processor is operably connected with the memory unit. The processor obtains the machine-readable instructions from the memory unit. The processor is configured to: determine factors that affect employees' for turnover intention; divide determined factors affect employees' for turnover intention; analyze the determined factors affect employees' for turnover intention. The display unit is operationally connected with the processor. The display unit is configured to user interface unit and display factors that affect employees' for turnover intention.

In accordance with an embodiment of the present invention the determined factors divided into three factors: first factor related to the organization; second factor related to the employee's workstation; third factor related to the job satisfaction and job stress.

In accordance with an embodiment of the present invention, the first factor includes all those factors that show organization culture, climate, commitment, reputation, policies, and justice.

In accordance with an embodiment of the present invention, the second factor describes work pressure, leadership style, salary, collegial relationship, demographic, promotional opportunity, communication that directly and indirectly affect employees at the workstation that leads to turnover intention between them.

In accordance with an embodiment of the present invention, In accordance with an embodiment of the present invention, the third factor is the most important factor those are job satisfaction and job stress that leads to turnover intention because most of the time these two (job satisfaction and job stress) factors affect the most on employees and they are having an intention to quit from their current

organization.

Figure 2: illustrates the factors related to organization that creates turnover intention, in accordance with an embodiment of the present invention.

1. **Organization Justice:** An Organization justice is that under where employees expect fair decision from their current working organization or we can say that from top management. Under that organization should take those decision that shows their honesty towards their employees and that can be possible if their equally opportunities for employees, which leads to job satisfaction and increases employee's performance. If these trust and fair decision making is not in organization then employee's turnover intention will be increases.
2. **Organization Policies:** Organizational policies show all the rules and regulation that organization have for their employees and on the bases of these polices organization will take decisions for their employees. If polices are in favour of employees then turnover intention is less and if it's not then turnover intention between employees will be increases.
3. **Organization Reputation:** Organization is most important factors that most of time effect on employees. Organization reputation shows the real stander or we can say goodwill of organization that also shows what others think about that organization, their market stander and image in front of their employees as well as customers. If reputation then employee's wellness to do work is increases because that will crest good impact in their profile so fair their performance also will be increases and if reputation is not good then employees have a intention to quite.
4. **Organization Commitment:** Organization commitment is that what organization has commit to their employee's for e.g.: good salary, timely promotion, job satisfaction, healthy working environment so on, these are some common expectations that employees have and organization committee to they while they are hiring in that organization and if organization wont able to full-fill these employee's expectations, then turnover intention



between employees increases.

5. Organization Climate: Organization climate shows what type of environment organization have under where employees are working, if climate is healthy and good for work then employees feel satisfied and if it's not then employees do not feel satisfied and leads to turnover intention.

Fig 3: illustrates the organization culture, in accordance with an embodiment of the present invention. The organization culture is measured using the leadership style, work pressure, communication, collegial relationship, demographic salary, promotional opportunities. The intention to quit is negatively impacted by organizational culture. There is a correlation between corporate culture and turnover intentions.

While considerable emphasis has been placed herein on the specific features of the preferred embodiment, it will be appreciated that many additional features can be added and that many changes can be made in the preferred embodiment without departing from the principles of the disclosure. These and other changes in the preferred embodiment of the disclosure will be apparent to those skilled in the art from the disclosure herein, whereby it is to be distinctly understood that the foregoing descriptive matter is to be interpreted merely as illustrative of the disclosure and not as a limitation.

We Claim,

1. A method (100) for analyzing factors that affect employees' for turnover intention, comprising:
a processor operably connected with the memory unit, the processor obtaining the machine-readable instructions from the memory unit, and is configured by the machine instruction to:
determine factors that affect employees' for turnover intention;
divide determined factors affect employees' for turnover intention;
analyze the determined the factors affect employees' for turnover intention;
a display unit operationally connected with the processor, configured to user interface unit and display factors that affect employees' for turnover intention.

2. The method (100) as claimed in claim 1, wherein the determined factors divided into three factors: first factor related to the organization; second factor related to the employee's workstation; third factor related to the job satisfaction and job stress.
3. The method (100) as claimed in claim 1, wherein the first factor includes all those factors that show organization culture, climate, commitment, reputation, policies, and justice.
4. The method (100) as claimed in claim 1, wherein the second factor describes work pressure, leadership style, salary, collegial relationship, demographic, promotional opportunity, communication that directly and indirectly affect employees at the workstation that leads to turnover intention between them.
5. The method (100) as claimed in claim 1, wherein the third factor is the most important factor those are job satisfaction and job stress that leads to turnover intention because most of the time these two (job satisfaction and job stress) factors affect the most on employees and they are having an intention to quit from their current organization.

