



**INFORMATICS INSTITUTE OF TECHNOLOGY**

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# **Predicting Employee Attrition**

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## ABSTRACT

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Employee attrition is evidently seen as a big challenge for IT business organizations in the present world. Sri Lankan IT companies are competing with each other's and facing this challenge today. This research has been conducted by the objective of finding the factors that have a relationship with employee attrition in Sri Lankan companies, and giving proper recommendations for them to measure using the application which is going to be implemented by the researcher. The research targeted on the employee base of the organization and 40 employees were chosen as the sample to represent the whole population. The primary data was collected through questionnaires and analyzed using descriptive and inferential statistics. Secondary data was collected by studying similar researches who have conducted researches on similar problems. The study concludes that employee attrition is having a relationship with motivation, stress & workload, reward and recognition and opportunities for career advancement. These findings are proven to be consistent to the findings of six of the above-mentioned authors who are from different countries. Finally, the study recommends that these problems need to be measured by the application recommended by the researcher.

### Key Words

Employee Attrition, Motivation, Stress & workload, Reward and Recognition and Stress & workload.

***Note: This project has been recommended for 6<sup>th</sup> Sabaragamuwa International Conference, which will be held on 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> of May 2017. The research paper has been reviewed by two independent peers for technical merit and content. Please refer Appendix A for The Acceptance Notification and Invitation Letter.***