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Job Attrition among Information Technology Employees: A Case Study at IBM Corporation

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Job Attrition among Information Technology Employees:

A Case Study at IBM Corporation

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This study aims to investigate the relationship between employee attrition and the key personal and job factors to find the main reasons for attrition among employees in the information technology workforce. We used the collected data of 1470 employees at IBM Corporation to examine factors related to employee attrition using workforce data from a prominent IT organization. The selected independent variables are age, education, environmental satisfaction, gender, hourly rate, job involvement, job satisfaction, marital status, monthly income, number of the company worked, performance rating, relationship satisfaction, entire working years, and number of years in the company. We conducted logit logistic regression and receiver operating characteristic analysis to find this relationship. The findings show that the most influential and significant variables are marital status, job involvement, environmental satisfaction, and job satisfaction, respectively. Among these influential variables, marital status and job involvement are more critical in employees' attrition in a company. The findings may assist IT managers to formulate a holistic strategic job description in their organization based on the most influential factors in this study to decrease employees' attrition rate in their companies.

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