

## Employee Turnover Prediction Based on Classification Model

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*Abstract: In recent years, due to the continuous reform of enterprise system, the dimission problem of enterprise employees has become increasingly prominent. In order to better solve this problem, many academic circles and entrepreneurs pay attention to it again. Model of this article is based on classification of external influence and departure from the events tend to be two aspects of the employee's resignation decision on the specific analysis, the analysis of current employees on multiple cases inspection, proposed to better the employee's departure to the real behavior of decision based path model, and the important of employee turnover for targeted prediction before, so as to better solve the enterprise talents loss of large area and other related issues.*

*Keywords: Classification model; dimission decision; dimission path; employee dimission prediction.*

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### 1. OVERVIEW

Employee's departure, to a certain extent to the enterprise organization and the influence of social environment is very important, how to better let employees in the enterprise to achieve your career goals, stable work center of gravity, avoid departure to bring many bad effects, as the researchers on the influence factor of departure the lifeblood of the in-depth analysis and discussion. Generally speaking, the research on employee dimission is mainly in two aspects. On the one hand, the theoretical model of dimission is analyzed and discussed; on the other hand, the quantitative change to qualitative change research and confirmation are conducted on the causes of dimission and the tendency of dimission. This paper tries to make a bidirectional study on the influence of external events and the dimission tendency, and make a corresponding periodic prediction on the dimission of employees based on the classification model.

### 2. ESTABLISHMENT OF TWO-DIMENSIONAL PATH MODEL FOR DIMISSION DECISION MAKING

In the research process of turnover tendency, researchers found that this factor is more complex than turnover behavior and turnover measures. In the process of work, most employees often

have a high turnover tendency, but no actual turnover behavior. Even in a certain stage of ideological process due to the low turnover tendency to make sudden turnover decisions. And in the actual dismissal process, external emergencies will have a significant impact on the decision-making and dismissal behavior of the dismissal personnel, which is also known as shock events. Therefore, in the process of building the dismissal decision-making model for employees, dismissal behavior of employees should not only be predicted by dismissal tendency, but also accurately predicted from two dimensions, namely, the degree of impact of external events on dismissal behavior and the degree of dismissal tendency of employees.

The degree of impact of external emergencies is generally conducive to the dismissal of employees. However, when an employee is dissatisfied with his/her work or searches for the corresponding work of enterprises outside the company and looks for the corresponding and replaceable evaluation of his/her work, these factors account for a large proportion of the turnover tendency. General employees' dismissal decisions can be divided into the following six types: "planned", "induced", "cautious", "impact", "loyalty", "loyalty".

"Planned" dismissal, generally speaking, the tendency of dismissal is not very high, external emergencies in essence on their impact is not very big, generally have this type of employees will have a clear plan for their future, subjective consciousness is strong, will not be easily affected by external factors.

In fact, "induced" dismissal workers have accumulated medium and high dismissal energy in their daily work. In the dismissal decision-making and action, they are just waiting for a more mature dismissal condition, thus hesitating between dismissal and non-dismissal. This type of dismissal, often in external emergencies under the guidance of the induction of dismissal behavior.

"Cautious" generally speaking, "cautious" employees are the most prone to dismissal behavior in the workplace. They tend to have a relatively high dismissal tendency in the process of work, and are dismissal decisions made after personal full consideration and careful consideration. This departure behavior of general because of their own development plan with clear goals, in the process of work, the measure of the working value is measured by wages paid, therefore in the process of departure cost benefit also have clear analysis and decision, and then determine whether they really have the cost of the exit and the condition of exit. External emergencies basically do not have any impact on this type of dismissal and interference.

"Impact". This type of dismissal personnel is generally due to the impact of external emergencies in the process of emotional impact, although the tendency to dismissal is relatively low, but will still be unprepared for the circumstances of dismissal behavior. This type of quitter is largely due to new job opportunities, even changes in life and other events induced by a behavior. Under the impact of these external factors, they must re-plan their career and rethink whether they should leave or continue to hold their original positions.

"Impulsive". There is an essential difference between this type of dismissal personnel and the "impact type". In general, this type of personnel has the emotion of rational price comparison, and will not be strongly affected before making the dismissal decision, and will have a medium

or higher dimission tendency. But this type is also the group most likely to feel regretful. Compared with other types of employees who quit, they did not make corresponding plans for their future career.

"Loyal". This type of dimission personnel also have a very high dimission tendency when making dimission decisions and generating dimission behaviors, second only to "prudent" dimission personnel. However, different from them, this type of dimission usually stays in the enterprise for a long time, but their career planning has not been significantly improved, so in the process of dimission, only under the influence of strong external emergencies can dimission behavior occur, therefore, it is called "loyalty type".

In the above six types of dimission, the dimission tendency has different influence on them. Although the decision and behavior of resignation are very complicated, rational decision makers always hope that the decision they make is correct or even successful. In this way, not only personal career goals can be achieved, but also better emotional goals and life goals can be established. However, hope and reality always do not match each other very well. In the process of making decisions, people are easily affected by emotions and other factors, especially the decision to leave the company, which will lead to impetuous, extreme, arrogant and other negative emotions, or even lead to emotional runaway.

### **3. DATA COLLECTION AND RESEARCH DESIGN**

Researchers in the field of social science often use the case study method as the research method of prediction evaluation, and the reliability and accuracy of this method are also applicable to management science and other related fields. Through the case study on the ethics of employee dimission decision, the researchers found that it is very important to predict the variable of employee dimission ingwei in the process of career growth. Among them, female employees are easily affected by external emergencies such as life in the process of making dimission decisions and generating dimission behaviors. Such research results also prove, to some extent, that in the process of dimission tendency and career growth, career rationality does not affect the degree of dimission tendency. Among the six types of dimission personnel, the majority of the "loyal", "planning" and "cautious" dimission personnel have different types of mixed goals for their career planning, while the proportion of the "impulsive" and "induced" dimission personnel is relatively large. However, no matter which two types of employees, the development of personal goals is the main motive force for dimission behavior. Therefore, in the process of assigning work tasks to employees, enterprises should not only set practical career goals for employees in person, but also pay attention to and guide the personal feelings and life contents of employees in the organization. Can be targeted to analyze and understand the internal reasons for employees' turnover tendency. Better manage the related dimission behavior of employees.

#### **4. INSPIRATION IN ENTERPRISE MANAGEMENT**

Employee turnover is analyzed in this paper, based on the classification model to predict, in the recruitment management of enterprises, to strengthen personnel's match, employee turnover behavior generated by the main reason is that the employee's career goals changed, therefore, in the process of recruitment, and especially pay attention to enterprise staff's career goals and relevant work of career planning, and matching with the development of enterprise. In this way, employees can be effectively improved to provide continuous service for the enterprise after entering the company. Thus reduce the loss of enterprise talent.

Not only that, but also to pay attention to the emotions of employees and management. Improve employees' sense of pleasure and happiness in the work of the enterprise, so that employees are more continuously willing to provide positive services for the enterprise. And regularly launch employee-centered dialogue activities to reduce the risks and losses caused by the loss of core staff.

#### **5. CONCLUSION**

Staff is an important part in the process of enterprise development, timely and effective for the employee's ability to manage and behavior, is the enterprise in the development of the future need to face up to and attaches great importance to the problem, only reduce the risk of employee turnover, and timely to predict the departure of employees, and take corresponding measures, can effectively help enterprise in the direction of the benign development.

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