



**International Conference on Latest Trends in Engineering,
Management, Humanities, Science & Technology (ICLTEMHST -2022)
27th November, 2022, Guwahati, Assam, India.**

CERTIFICATE NO : ICLTEMHST /2022/C1122979

**A STUDY OF EMPLOYEE ATTRITION IN THE START-UP AND
MSME SECTOR**

SHRUTHI KUNAMALLA

Research Scholar, Ph. D in Management
Dr. A.P.J. Abdul Kalam University, Indore, M.P.

ABSTRACT

Attrition occurs when a significant percentage of a company's workforce leaves due to various causes. Intentional or unintended actions by employers, such as layoffs, are rarely included in the explanation of erosion, but they can be a contributing factor. Both skilled and unskilled workers have varied standards for what constitutes an acceptable rate of employee turnover, but these standards are universal to businesses. The major reason for this is the cost of training new workers, but the company may also use worker erosion to its advantage by relying on it to better coordinate employment expenditures and avoid large-scale layoffs. There are several ways in which an organisation might lose its staff. They are taken into consideration naturally to ensure the institute operates efficiently. The term "attrition" is used to describe the dwindling of a workforce for causes other than layoffs and other actions taken by employers. It was started by one of the workers. Because of this, the company cannot prevent any amount of employee turnover that occurs naturally over time. Retirement is a major cause of employee turnover, and since people typically stop working at a certain age, it must be taken into consideration and planned for. And other causes of staff turnover, such as employees quitting because of long-term illness, dissatisfaction with the cast, or some other reason, are difficult to predict.