

# Chapter 1

## AI-Driven Intelligent Models for Business Excellence, Organizational Human Resources Policies and Practices, and Employee Attrition

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### **ABSTRACT**

*The study aims to determine whether HR practices or policies contribute to employee attrition. Three hundred eighty-four samples were used in the investigation. A straightforward random sample strategy was used for the study. The information was gathered from Tamil Nadu's hotel business employees utilising a standardised questionnaire. Here, HR procedures and guidelines were seen as study parameters. This behaviour is defined by unplanned acts that benefit the organisation but are not a part of the official role's responsibilities or the representative reward or punishment programs. The current needs favour the development of businesses that use techniques and products that are more eco-friendly than those that follow traditional trends. This technique will promote management and staff participation in realising their vision. Global presidency concepts have led to the development of an effective human resource management model.*

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## **INTRODUCTION**

The most precious assets of a firm are its employees. “Reduction in the number of personnel through retirement, resignation, or death is the definition” of attrition. This attempt has numerous impediments, but the two basic types are staff retirement and employee exit. The human resources industry has long struggled with the issue of employee depression. In recent years, employee income has dramatically increased (Das et al., 2023). It is crucial to understand whether or not their employees are unhappy or if there are any additional factors contributing to their departure (Dionisio et al., 2023). It is generally advisable to look at the problem’s fundamental cause before acting hastily (Geethanjali et al., 2023). Unlike in the past, employees today are eager to switch employers for greater opportunities. In most businesses, a major problem is the lack of qualified employees (Farheen, 2023).

In today’s competitive business landscape, success is more about retaining employees. In the knowledge-based economy, growing competitive diversity and retaining skills has become a very important issue. (Hussain & Alam, 2023). However, increasing inflammation levels (Ahmed et al., 2021) across industries struggle to bring up good retention strategies for the agitated HR trainer. Good, loyal, trained and hardworking employees need to retain employees as they are needed to run the business. Their skilled employees can manage consumers more effectively and have long-standing good enhancement (Jay et al., 2023). Help new hires in the office who are having issues.

Corporations are essential to managing capacity and keeping a productive pool. Every business today is concerned about the rising attrition rate and is working to address it and outline its rules and regulations for human resources (Kanike, 2023a). Although we cannot completely eradicate depression, we can lower it by coming up with effective retention tactics. As a result, this research aims to identify the variables that have the biggest impact on staff’s decisions to work for a specific organisation, as well as the potential causes for making that decision (Kanike, 2023b). The research also highlighted retention’s significance in creating plans to enhance crucial hiring and good hiring procedures (Lavanya et al., 2023).

The symbolic location of the HR departments is growing (Aydoğan & Arslan, 2021). HR executives are more frequently a component of the Board or an analogous top executive team since they rely heavily on hiring the head of HR from within the institution’s HR function. The written form of human resource management strategy is also codified (Komperla, 2023). With a heavy dependence on digital processes, distinct disparities amongst level managers and the HR function arise regarding who is responsible for making choices concerning the human resource governance framework (Kumar Sharma Kuldeep, 2023). In addition to reporting higher levels of job attrition than in recent years, organisations are expanding the size of their workforces (Kolachina et al., 2023). When shrinking has been required, it has usually been accomplished through mutual turnover (Bagader & Adelhadi, 2021), salary freezes, and stops working on hiring.

When hiring does occur, it typically happens internally through internal hires and job advertising on company websites, focusing on luring underrepresented groups. Led advertising websites are also becoming more popular (Lishmah Dominic et al., 2023). So, according to published research, alternative selection techniques, such as registration forms, recommendations, each screening, and others, are now being used less often than in the past. Part-time employment is declining, but remote work and irregular sleep are increasing (Kakkad et al., 2021).

Corporations try to urge present personnel to remain on staff by concentrating on retention (Mert, 2022). It is preferable to keep existing skills rather than continually hire new ones. Better worker retention has long been a major concern. The staff has changed today. They are not the ones who lack incred-

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