

Stochastic Model to Determine the Expected Time to Recruitment with Three Sources of Depletion of Manpower under Correlated Interarrival Times

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Abstract— It is a common phenomenon that some personnel leave an organization after completing a certain period of services to that organization voluntarily or involuntarily due to death, retirement or termination. It usually happens that whenever the policy decisions regarding promotion and target of work or sales to be achieved are revised, then, there will be exit of personnel, which in other words called the attrition or wastage. In any organization like marketing, industrial, software, the depletion of manpower due to policy decisions is quite common. This results in manpower attrition and then recruitment becomes necessary. Frequent recruitment is not advisable due to the cost of the same. Hence recruitment is postponed till a point called the breakdown point of total depletion beyond which the normal activities cannot be continued due to shortage of manpower. This level of allowable manpower attrition is called threshold. In this paper a Stochastic model to determine expected time to recruitment with three sources of depletion of manpower attrition under correlated interarrival times has been derived. It provides the optimal solution because; it takes into consideration the cost of frequent recruitments, depletion of manpower and the cost of shortage of manpower. The Stochastic model discussed in the paper is not only applicable to industry as a whole but also in a wider context of other applicable areas.

Keywords— Attrition, Threshold, Depletion of Manpower, Correlated, Interarrival Times, Optimal Solution.

I. INTRODUCTION

In any organization it usually happens that whenever the policy decisions regarding pay, perquisites, promotion and targets of work or sales to be achieved are revised then there will be exit of personnel, which in other words is called the wastage. The concept of wastage is dealt in details by Bartholomew (1982). In the case of wastages has following i.i.d random variables and the threshold level of wastage being a

random variable, the expected time to recruitment has already been derived by Sathiyamoorthi and Elangovan (1998). It is a common phenomenon that some personnel leave an organization after completing a certain period of services to that organization voluntarily or involuntarily due to death, retirement or termination. It usually happens that whenever the policy decisions regarding promotion and target of work or sales to be achieved are revised, then, there will be exit of personnel, which in other words called the attrition or wastage. In any organization like marketing, industrial, software, the depletion of manpower due to policy decisions is quite common. This results in manpower attrition and then recruitment becomes necessary. Frequent recruitment is not advisable due to the cost of the same. Hence recruitment is postponed till a point called the breakdown point of total depletion beyond which the normal activities cannot be continued due to shortage of manpower. This level of allowable manpower attrition is called threshold. In this Chapter a Stochastic model to determine expected time to recruitment with three sources of depletion of manpower attrition under correlated interarrival times has been derived using the result of Gurland (1955) and Esary et al., (1973). Some quite interesting results cited in the recent literature by Anulpavai and Elangovan (2012, 2013). It provides the optimal solution because; it takes into consideration the cost of frequent recruitments, depletion of manpower and the cost of shortage of manpower. The Stochastic model discussed in the Chapter is not only applicable to industry as a whole but also in a wider context of other applicable areas.

II. ASSUMPTION

- i. The depletion of manpower occurs whenever the policy decisions are announced.
- ii. The interarrival times between decision epochs are random variables are constantly correlated and exchangeable but not independent.
- iii. The depletion of manpower also occurs due to transfer of personnel and the interarrival times between successive epochs of transfer are i.i.d. random variables having exponential distribution with parameter λ .

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Seventh International Conference On Parallel and Distributed Systems

Marina Papatriantaflou, Philippe Hunel



Seventh International Conference On Parallel and Distributed Systems:

Proceedings Seventh International Conference on Parallel and Distributed Systems (Cat. No.PR00568). ,2000

Seventh International Conference on Parallel and Distributed Systems Yoshitaka Shibata,2000 Presents 66 contributions from the July 2000 conference The technical areas covered are multimedia systems group communications checkpointing and commitment Web based computing distributed shared memory multicast object oriented programming routing fault tolerant systems high performance databases parallel systems mobile systems distributed algorithms multi agent systems and parallel and distributed query processing Annotation copyrighted by Book News Inc Portland OR

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Proceedings International Conference on Parallel and Distributed Systems,2000 Proceedings, Seventh International Conference on Parallel and Distributed Systems IEEE Computer Society,2000 Distributed Systems Matthieu

Perrin,2017-03-25 Distributed Systems Concurrency and Consistency explores the gray area of distributed systems and draws a map of weak consistency criteria identifying several families and demonstrating how these may be implemented into a programming language Unlike their sequential counterparts distributed systems are much more difficult to design and are therefore prone to problems On a large scale usability reminiscent of sequential consistency which would provide the same global view to all users is very expensive or impossible to achieve This book investigates the best ways to specify the objects that are still possible to implement in these systems Explores the gray area of distributed systems and draws a map of weak consistency criteria Investigates the best ways to specify the objects that are still possible to implement in these systems Presents a description of existing memory models and consistency criteria **Fault-Tolerant Parallel and Distributed**

Systems Dimitar R. Avresky,David R. Kaeli,2012-12-06 The most important use of computing in the future will be in the context of the global digital convergence where everything becomes digital and every thing is inter networked The application will be dominated by storage search retrieval analysis exchange and updating of information in a wide variety of forms Heavy demands will be placed on systems by many simultaneous requests And fundamentally all this shall be delivered at much higher levels of dependability integrity and security Increasingly large parallel computing systems and networks are providing unique challenges to industry and academia in dependable computing especially because of the higher failure rates intrinsic to these systems The challenge in the last part of this decade is to build a systems that is both inexpensive and highly available A machine cluster built of commodity hardware parts with each node running an OS instance and a set of applications extended to be fault resilient can satisfy the new stringent high availability requirements The focus of this book is to present recent techniques and methods for implementing fault tolerant parallel and distributed computing systems Section I Fault Tolerant Protocols considers basic techniques for achieving fault tolerance in communication protocols for distributed systems including synchronous and asynchronous group communication static total

causal ordering protocols and fail aware datagram service that supports communications by time Parallel and Distributed Processing and Applications Minyi Guo, 2006-11-27 This book constitutes the refereed proceedings of the 4th International Symposium on Parallel and Distributed Processing and Applications ISPA 2006 held in Sorrento Italy in November 2006 The 79 revised full papers presented together with five keynote speeches cover architectures networks languages algorithms middleware cooperative computing software and applications **A FRAMEWORK FOR SCALABLE DISTRIBUTED JOB PROCESSING WITH DYNAMIC LOAD BALANCING USING DECENTRALIZED APPROACH** Dr P. Srinivasa Rao, 2017-12-30 A distributed system consists of many heterogeneous processors with different processing power and all processors are interconnected with a communication channel In such a system if some processors are less loaded or idle and others are heavily loaded the system performance will be reduced drastically System performance can be improved by using proper load balancing 1 4 The aim of load balancing is to improve the performance measures and reduce the overall completion time and cost **Parallel and Distributed Processing and Applications** Jiannong Cao, 2004-12-02 This book constitutes the refereed proceedings of the Second International Symposium on Parallel and Distributed Processing and Applications ISPA 2004 held in Hong Kong China in December 2004 The 78 revised full papers and 38 revised short papers presented were carefully reviewed and selected from 361 submissions The papers are organized in topical sections on parallel algorithms and systems data mining and management distributed algorithms and systems fault tolerance protocols and systems sensor networks and protocols cluster systems grid applications and systems peer to peer and ad hoc networking grid scheduling and algorithms data replication and caching software engineering and testing grid protocols context aware and mobile computing distributed routing and switching protocols cluster resource scheduling and algorithms security high performance processing networking and protocols artificial intelligence systems hardware architecture and implementations high performance computing architecture and distributed systems architecture **Distributed Computing - IWDC 2005** Ajit Pal, 2005-12-13 This book constitutes the refereed proceedings of the 7th International Workshop on Distributed Computing IWDC 2004 held in Kharagpur India in December 2005 The 28 revised full papers and 33 revised short papers presented together with 5 invited keynote talks were carefully reviewed and selected from 253 submissions The papers are organized in topical sections on theory of distributed computing sensor networks fault tolerance optical networks peer to peer networks wireless networks network security grid and networks middleware and data management mobility management and distributed artificial intelligence **Shared-Memory Synchronization** Michael L. Scott, Trevor Brown, 2024-01-30 This book offers a comprehensive survey of shared memory synchronization with an emphasis on systems level issues It includes sufficient coverage of architectural details to understand correctness and performance on modern multicore machines and sufficient coverage of higher level issues to understand how synchronization is embedded in modern programming languages The primary intended audience for this book is systems programmers the

authors of operating systems library packages language run time systems concurrent data structures and server and utility programs Much of the discussion should also be of interest to application programmers who want to make good use of the synchronization mechanisms available to them and to computer architects who want to understand the ramifications of their design decisions on systems level code

Parallel Processing for Scientific Computing Michael A. Heroux, Padma Raghavan, Horst D. Simon, 2006-01-01

Scientific computing has often been called the third approach to scientific discovery emerging as a peer to experimentation and theory Historically the synergy between experimentation and theory has been well understood experiments give insight into possible theories theories inspire experiments experiments reinforce or invalidate theories and so on As scientific computing has evolved to produce results that meet or exceed the quality of experimental and theoretical results it has become indispensable Parallel processing has been an enabling technology in scientific computing for more than 20 years This book is the first in depth discussion of parallel computing in 10 years it reflects the mix of topics that mathematicians computer scientists and computational scientists focus on to make parallel processing effective for scientific problems Presently the impact of parallel processing on scientific computing varies greatly across disciplines but it plays a vital role in most problem domains and is absolutely essential in many of them

Parallel Processing for Scientific Computing is divided into four parts The first concerns performance modeling analysis and optimization the second focuses on parallel algorithms and software for an array of problems common to many modeling and simulation applications the third emphasizes tools and environments that can ease and enhance the process of application development and the fourth provides a sampling of applications that require parallel computing for scaling to solve larger and realistic models that can advance science and engineering This edited volume serves as an up to date reference for researchers and application developers on the state of the art in scientific computing It also serves as an excellent overview and introduction especially for graduate and senior level undergraduate students interested in computational modeling and simulation and related computer science and applied mathematics aspects

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Part IV Applications of Parallel Computing Chapter 16 Parallel Algorithms for PDE Constrained Optimization Chapter 17 Massively Parallel Mixed Integer Programming Chapter 18 Parallel Methods and Software for Multicomponent Simulations Chapter 19 Parallel Computational Biology Chapter 20 Opportunities and Challenges for Parallel Computing in Science and Engineering Index **Recent Progress in Parallel and Distributed Computing** Wen-Jyi Hwang, 2017-07-19 Parallel and distributed computing has been one of the most active areas of research in recent years The techniques involved have found significant applications in areas as diverse as engineering management natural sciences and social sciences This book reports state of the art topics and advances in this emerging field Completely up to date aspects it examines include the following 1 Social networks 2 Smart grids 3 Graphic processing unit computation 4 Distributed software development tools 5 Analytic hierarchy process and the analytic network process **Intelligent Distributed Computing VII** Filip

Zavoral, Jason J. Jung, Costin Badica, 2013-08-04 This book represents the combined peer reviewed proceedings of the Seventh International Symposium on Intelligent Distributed Computing IDC 2013 of the Second Workshop on Agents for Clouds A4C 2013 of the Fifth International Workshop on Multi Agent Systems Technology and Semantics MASTS 2013 and of the International Workshop on Intelligent Robots iR 2013 All the events were held in Prague Czech Republic during September 4 6 2013 The 41 contributions published in this book address many topics related to theory and applications of intelligent distributed computing and multi agent systems including agent based data processing ambient intelligence bio informatics collaborative systems cryptography and security distributed algorithms grid and cloud computing information extraction intelligent robotics knowledge management linked data mobile agents ontologies pervasive computing self organizing systems peer to peer computing social networks and trust and swarm intelligence **Cyber Security in Parallel and Distributed Computing** Dac-Nhuong Le, Raghvendra Kumar, Brojo Kishore Mishra, Jyotir Moy Chatterjee, Manju

Khari, 2019-03-21 The book contains several new concepts techniques applications and case studies for cyber securities in parallel and distributed computing The main objective of this book is to explore the concept of cybersecurity in parallel and distributed computing along with recent research developments in the field Also included are various real time offline applications and case studies in the fields of engineering and computer science and the modern tools and technologies used Information concerning various topics relating to cybersecurity technologies is organized within the sixteen chapters of this book Some of the important topics covered include Research and solutions for the problem of hidden image detection Security aspects of data mining and possible solution techniques A comparative analysis of various methods used in e commerce security and how to perform secure payment transactions in an efficient manner Blockchain technology and how it is crucial to the security industry Security for the Internet of Things Security issues and challenges in distributed computing security such as heterogeneous computing cloud computing fog computing etc Demonstrates the administration task issue in unified cloud situations as a multi target enhancement issue in light of security Explores the concepts of cybercrime and

cybersecurity and presents the statistical impact it is having on organizations Security policies and mechanisms various categories of attacks e g denial of service global security architecture along with distribution of security mechanisms Security issues in the healthcare sector with existing solutions and emerging threats **Models for Parallel and**

Distributed Computation R. Correa, Ines de Castro Dutra, Mario Fiallos, Luiz Fernando Gomes da Silva, 2013-06-29 Parallel and distributed computation has been gaining a great lot of attention in the last decades During this period the advances attained in computing and communication technologies and the reduction in the costs of those technologies played a central role in the rapid growth of the interest in the use of parallel and distributed computation in a number of areas of engineering and sciences Many actual applications have been successfully implemented in various platforms varying from pure shared memory to totally distributed models passing through hybrid approaches such as distributed shared memory architectures Parallel and distributed computation differs from classical sequential computation in some of the following major aspects the number of processing units independent local clock for each unit the number of memory units and the programming model For representing this diversity and depending on what level we are looking at the problem researchers have proposed some models to abstract the main characteristics or parameters physical components or logical mechanisms of parallel computers The problem of establishing a suitable model is to find a reasonable trade off among simplicity power of expression and universality Then be able to study and analyze more precisely the behavior of parallel applications Parallel and Distributed Information Systems Jeffrey F. Naughton, Gerhard Weikum, 2013-03-14 Parallel and Distributed Information Systems brings together in one place important contributions and up to date research results in this fast moving area Parallel and Distributed Information Systems serves as an excellent reference providing insight into some of the most challenging research issues in the field Parallel And Distributed Computing For Symbolic And Irregular Applications - Proceedings Of The International Workshop Pdsia '99 Takayasu Ito, Taiichi Yuasa, 2000-04-05 PDSIA 99 was the fourth in a series of international workshops on parallel symbolic computing a basic yet challenging area with wide applications in high performance computing As in the previous meetings parallel symbolic languages and systems were the major topics However reflecting the latest advances in distributed computing systems the workshop also encompassed wider perspectives in parallel and distributed computing for symbolic and irregular applications Concurrency Control in Distributed System Using Mutual Exclusion Sukhendu Kanrar, Nabendu Chaki, Samiran Chattopadhyay, 2017-08-04 The book presents various state of the art approaches for process synchronization in a distributed environment The range of algorithms discussed in the book starts from token based mutual exclusion algorithms that work on tree based topology Then there are interesting solutions for more flexible logical topology like a directed graph with or without cycle In a completely different approach one of the chapters presents two recent voting based DME algorithms All DME algorithms presented in the book aim to ensure fairness in terms of first come first serve FCFS order among equal priority processes At the same time the solutions consider

the priority of the requesting processes and allocate resource for the earliest request when no such request from a higher priority process is pending

Principles of Distributed Systems Marina Papatriantafilou, Philippe Hunel, 2004-07-28 The 7th International Conference on Principles of Distributed Systems OPODIS2003 was held during December 10-13 2003 at La Martinique French West Indies and was co-organized by the Universit edes Antille set del a Guyane La Martinique French West Indies and by Chalmers University of Technology Sweden It continued a tradition of successful conferences with friendly and pleasant atmospheres The earlier organizations of OPODIS were held in Luzarches 1997 Amiens 1998 Hanoi 1999 Paris 2000 Mexico 2001 and Reims 2002 OPODIS is an open forum for the exchange of state of the art knowledge on distributed computing and systems among researchers from around the world Following the tradition of the previous organizations its program is composed of high quality contributed and invited papers by experts of international caliber in this scientific area The topics of interest are theory specifications design and implementation of distributed systems including distributed and multiprocessor algorithms communication and synchronization protocols coordination and consistency protocols stabilization reliability and fault tolerance of distributed systems performance analysis of distributed algorithms and systems specification and verification of distributed systems security issues in distributed computing and systems and applications of distributed computing such as embedded distributed systems real time distributed systems distributed collaborative environments peer to peer systems cluster and grid computing

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