

# 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 Barthlomew (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.

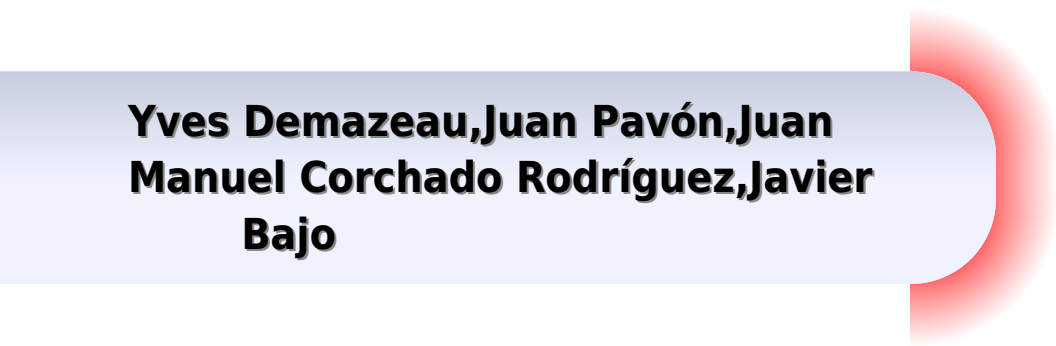
## II. ASSUMPTION

- 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  $\lambda$ .

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# Seventh International Conference On Paralleland Distributed Systems

**Yves Demazeau, Juan Pavón, Juan  
Manuel Corchado Rodríguez, Javier  
Bajo**



## **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

**Seventh International Conference on Parallel and Distributed Systems : Workshops : 4-7 July 2000, Iwate, Japan : Proceedings** International Conference on Parallel and Distributed Systems,2000 Seventh International Conference on Parallel and Distributed Computing, Applications and Technologies : PDCAT 2006 : 4-7 December 2006, Taipei, Taiwan : Proceedings International Conference on Parallel and Distributed Computing, Applications and Technologies,2006 *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 *Proceedings of Seventh International Congress on Information and Communication Technology* Xin-She Yang,Simon Sherratt,Nilanjana Dey,Amit Joshi,2022-07-26 This book gathers selected high quality research papers presented at the Seventh International Congress on Information and Communication Technology held at Brunel University London on February 21-24 2022 It discusses emerging topics pertaining to information and communication technology ICT for managerial applications e governance e agriculture e education and computing technologies the Internet of Things IoT and e mining Written by respected experts and researchers working on ICT the book offers a valuable asset for young researchers involved in advanced studies The work is presented in four volumes Meta-Heuristic Algorithms for Advanced Distributed Systems Rohit Anand,Abhinav Juneja,Digvijay Pandey,Sapna Juneja,Nidhi Sindhwani,2024-04-02 META HEURISTIC ALGORITHMS FOR ADVANCED DISTRIBUTED SYSTEMS Discover a collection of meta heuristic algorithms for distributed systems in different application domains Meta heuristic techniques are increasingly gaining favor as tools for optimizing

distributed systems generally to enhance the utility and precision of database searches Carefully applied they can increase system effectiveness streamline operations and reduce cost Since many of these techniques are derived from nature they offer considerable scope for research and development with the result that this field is growing rapidly Meta Heuristic Algorithms for Advanced Distributed Systems offers an overview of these techniques and their applications in various distributed systems With strategies based on both global and local searching it covers a wide range of key topics related to meta heuristic algorithms Those interested in the latest developments in distributed systems will find this book indispensable Meta Heuristic Algorithms for Advanced Distributed Systems readers will also find Analysis of security issues distributed system design stochastic optimization techniques and more Detailed discussion of meta heuristic techniques such as the genetic algorithm particle swarm optimization and many others Applications of optimized distribution systems in healthcare and other key industries Meta Heuristic Algorithms for Advanced Distributed Systems is ideal for academics and researchers studying distributed systems their design and their applications

**Advances in Distributed Computing and Machine Learning** Rashmi Ranjan Rout,Soumya Kanti Ghosh,Prasanta K. Jana,Asis Kumar Tripathy,Jyoti Prakash Sahoo,Kuan-Ching Li,2022-07-27 This book includes a collection of peer reviewed best selected research papers presented at the Third International Conference on Advances in Distributed Computing and Machine Learning ICADCML 2022 organized by Department of Computer Science and Engineering National Institute of Technology Warangal Telangana India during 15 16 January 2022 This book presents recent innovations in the field of scalable distributed systems in addition to cutting edge research in the field of Internet of Things IoT and blockchain in distributed environments

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

*Security in Distributed, Grid, Mobile, and Pervasive Computing* Yang Xiao,2007-04-17 This book addresses the increasing demand to guarantee privacy integrity and availability of resources in networks and distributed systems It first reviews security issues and challenges in content distribution networks describes key agreement protocols based on the Diffie Hellman key exchange and key management protocols for complex distributed systems like the Internet and discusses securing design patterns for distributed systems The next section focuses on security in mobile computing and wireless networks After a section on grid computing security the book presents an overview of

security solutions for pervasive healthcare systems and surveys wireless sensor network security **End-to-End Quality of Service** Abdelhamid Mellouk, 2013-03-01 A modern communication network can be described as a large complex distributed system composed by higher interoperating smaller sub systems Today the proliferation and convergence of different types of wired wireless and mobile networks are crucial for the success of the next generation networking However these networks can hardly meet the requirements of future integrated service networks and are expected to carry multimedia traffic with various Quality of Experience QoE and Quality of Service QoS requirements Providing all relevant QoS QoE issues in these heterogeneous networks is then an important challenge for telecommunication operators manufacturers and companies The impressive emergence and the important demand of the rising generation of real time Multi service such as Data Voice VoD Video Conference etc over communication heterogeneous networks require scalability while considering a continuous QoS This book presents and explains all the techniques in new generation networks which integrate efficient global control mechanisms in two directions 1 maintain QoS requirements in order to maximize network resources utilization and minimize operational costs on all the types of wired wireless mobile networks used to transport traffic and 2 mix the QoS associated with home access and core networks in order to provide Quality of Service Quality of Experience expected by users of new services Using Machine Learning to Detect Emotions and Predict Human Psychology Rai, Mritunjay, Pandey, Jay Kumar, 2024-02-26 In the realm of analyzing human emotions through Artificial Intelligence AI a myriad of challenges persist From the intricate nuances of emotional subtleties to the broader concerns of ethical considerations privacy implications and the ongoing battle against bias AI faces a complex landscape when venturing into the understanding of human emotions These challenges underscore the intricate balance required to navigate the human psyche with accuracy The book Using Machine Learning to Detect Emotions and Predict Human Psychology serves as a guide for innovative solutions in the field of emotion detection through AI It explores facial expression analysis where AI decodes real time emotions through subtle cues such as eyebrow movements and micro expressions In speech and voice analysis the book unveils how AI processes vocal nuances to discern emotions considering elements like tone pitch and language intricacies Additionally the power of text analysis is of great importance revealing how AI extracts emotional tones from diverse textual communications By weaving these systems together the book offers a holistic solution to the challenges faced by AI in understanding the complex landscape of human emotions **Seventh International Conference on Parallel and Distributed Computing, Applications and Technologies**, 2006-01-01 *Integration of Cloud Computing with Emerging Technologies* Sapna Sinha, Vishal Bhatnagar, Prateek Agrawal, Vikram Bali, 2023-10-30 This book gives a complete overview of cloud computing its importance its trends innovations and its amalgamation with other technologies Key Features In depth explanation of emerging technologies utilizing cloud computing Supplemented with visuals flow charts and diagrams Real time examples included Caters to beginners as well as advanced researchers by explaining implications innovations issues and challenges of

cloud computing Highlights the need for cloud computing and the true benefits derived by its application and integration in emerging technologies Simple easy language

**7th International Conference on Practical Applications of Agents and Multi-Agent Systems (PAAMS'09)** Yves Demazeau, Juan Pavón, Juan Manuel Corchado Rodríguez, Javier Bajo, 2009-03-08 PAAMS the International Conference on Practical Applications of Agents and Multi Agent Systems is an evolution of the International Workshop on Practical Applications of Agents and Multi Agent Systems PAAMS is an international yearly tribune to present to discuss and to disseminate the latest developments and the most important outcomes related to real world applications It provides a unique opportunity to bring multi disciplinary experts academics and practitioners together to exchange their experience in the development of Agents and Multi Agent Systems This volume presents the papers that have been accepted for the 2009 edition These articles capture the most innovative results and this year s trends Assisted Cognition E Commerce Grid Computing Human Modelling Information Systems Knowledge Management Agent Based Simulation Software Development Transports Trust and Security Each paper has been reviewed by three different reviewers from an international committee composed of 64 members from 20 different countries From the 92 submissions received 35 were selected for full presentation at the conference and 26 were accepted as posters

**International Conference on Computer Applications 2012 :: Volume 03** Kokula Krishna Hari K, **Proceedings of the 7th International Conference on Emerging Databases** Wookey Lee, Wonik Choi, Sungwon Jung, Min Song, 2017-10-13 This proceedings volume presents selected papers from the 7th International Conference on Emerging Databases Technologies Applications and Theory EDB 2017 which was held in Busan Korea from 7 to 9 August 2017 This conference series was launched by the Korean Institute of Information Scientists and Engineers KIISE Database Society of Korea as an annual forum for exploring novel technologies applications and research advances in the field of emerging databases This forum has evolved into the premier international venue for researchers and practitioners to discuss current research issues challenges new technologies and solutions

Algorithm Design for Networked Information Technology Systems Sumit Ghosh, 2007-05-08 I felt deeply honored when Professor Sumit Ghosh asked me to write the foreword to his book with an extraordinary perspective I have long admired him rst as a student leader at Stanford where he initiated the rst IEEE Computer Society s student chapter and later as an esteemed and inspiring friend whose transdisciplinary research broadened and enhanced the horizons of practitioners of computer science and engineering including my own His ideas which are derived from his profound vision deep critical thinking and personal intuition reach from information technology to bioscience as hibited in this excellent book To me an ordinary engineer it opens up a panoramic view of the Universe of Knowledge that keeps expanding and spiring likethegoodIndianproverb whichsays agoodbookinformsyou an excellent book teaches you and a great book changes you I sincerely believe that Professor Ghosh s book will help us change and advance the methods of systems engineering and technology Vision Inspired vision sees ahead of others what will or may come to be a

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