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. usually happen 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 disc 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,

L. 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 happen 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 Arulpavai 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.

III. ASSUMPTION

- The depletion of manpower occurs whenever the policy decisions are announced.
- The interarrival times between decision epochs are random variables are constantly correlated and exchangeable but not independent.
- 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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Abdelhamid Mellouk

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 Proceedings, Seventh International Conference on Parallel and Distributed Systems IEEE Computer Technologies, 2006 Distributed Systems Matthieu Perrin, 2017-03-25 Distributed Systems Concurrency and Consistency Society, 2000 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 Proceedings of Seventh International Congress on Information and Communication Technology Xin-She criteria Yang, Simon Sherratt, Nilanjan 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 swam 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 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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 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92 submissions received 35 were selected for full presentation at the conference and 26 were accepted as posters

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