

## Estimating the Propensity to Leave the Primary Job Using Cox's Regression Model

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### Abstract

*The propensity of leaving the job is quantified based on Completed Length of Service (CLS) only and it sometimes leads to unrealistic prediction of manpower attrition. In addition to CLS at the micro level, others factors such as socio-economic indicators or personal and /or familial factors influence the propensity to leave the job. The Cox's Regression Model (1972) is being used to describe the manpower attrition by considering both CLS and personal cofactors. A person holding two or more jobs, one primary and one or more secondary is known as a moonlighter. An individual, namely a moonlighter may have the effect of increase in propensity to leave either of the jobs. In this paper, we made an attempt by using the Cox's regression model, the propensity of leaving the primary job first alone, is analyzed, with help of simulation.*

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