

Project Design Phase-I
Proposed Solution

Date	24 September 2022
Team ID	PNT2022TMID00422
Project Name	Corporate Employee Attrition Analytics
Maximum Marks	2 Marks

Proposed Solution:

S.No.	Parameter	Description
1.	Problem Statement (Problem to be solved)	To help organizations to find and improve factors that cause the employees to leave an organization thereby increasing attrition rate.
2.	Idea / Solution description	The main idea behind the solution is to use the historic data, work culture of previous organizations and surveys to predict the probability of an employee leaving an organization and factors that are responsible.
3.	Novelty / Uniqueness	Current solutions predict if an employee leaves the organization based only on the employee's historical data, but our solution makes use of employers data too thereby increasing the accuracy of the figured out factors.
4.	Social Impact / Customer Satisfaction	Work force is the major factor contributing to the growth of an organization. Our solution helps the HR team identify the key factors responsible to retain the employees and have increased advantage over their competitors.
5.	Business Model (Revenue Model)	We plan to use the Fee-for-Service model where any organization can use our analytical service for a certain fee. This is a cloud based application.
6.	Scalability of the Solution	This solution can be used by organizations with employees ranging from a few hundreds to thousands. As this is a web based application, computation requirement is covered by SAAS vendor.