# Stakeholder Requirements Document: Employee Attrition

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Client/Sponsor(s): HR Department; Management Department

Business Problem: Management wonders how does job role progression relate to employee retention. The HR department wants to understand age-related attrition patterns. The company suspects that salary discrepancies contribute to attrition. Also, the CPO wants a better way to monitor, and gain insights, about the company’s employee attrition. Primary questions would be the attrition rate and attrition by age.

Stakeholders:

Marcus Reynolds – Chief People Officer

Evelyn Morrison – Director, Human Resources

Stakeholder usage details: the stakeholders are seeking patterns in the attrition data, to discover if any specifics departments or job roles can guide targeted interventions. That is, reducing turnover and improving employee retention. This data, or information, will be used in order to gain insights on how to achieve these objectives.

Primary requirements:

* A table, or map visualization exploring how attrition acts in different categories (salary, job role, age, etc.);
* A visualization that shows attrition rate, as well as a count, or average (whichever is more appropriate), of most relevant data used in the previous step;
* Gather insights and recommendations about attrition rate, by itself and grouped by most relevant data.