

## Model Development Phase Template

Date	15 March 2024
Team ID	739640
Project Title	Work Force Retention System
Maximum Marks	5 Marks

### Feature Selection Report

In the forthcoming update, each feature will be accompanied by a brief description. Users will indicate whether it's selected or not, providing reasoning for their decision. This process will streamline decision-making and enhance transparency in feature selection.

Feature	Description	(Yes/No)	Reasoning
Real-time Analytics	Provides up-to-date insights into employee performance and satisfaction	Yes	Real-time data helps in making prompt decisions and addressing issues before they escalate, improving overall employee satisfaction and retention.
Personalized Retention Plans	Tailors retention strategies to individual employee needs	Yes	Personalized plans show employees that the organization values their unique contributions, enhancing their commitment and loyalty.
Employee Feedback Tools	Enables anonymous feedback and suggestions from employees	Yes	Regular feedback helps identify potential issues early and shows employees that their opinions matter, fostering a positive work environment.
Career Development Programs	Offers training and development opportunities for career growth	Yes	Providing career growth opportunities increases employee engagement and reduces turnover by showing a commitment to their professional development.
Recognition and Reward Systems	Implements programs to acknowledge and reward employee achievements	Yes	Recognizing and rewarding employees boosts morale and motivation, leading to higher job satisfaction and retention.

Flexible Work Arrangements	Allows for flexible working hours and remote work options	Yes	Flexibility in work arrangements improves work-life balance, making employees more satisfied and less likely to leave.
Health and Wellness Programs	Provides health and wellness initiatives to support employee well-being	Yes	Health and wellness programs show care for employees' well-being, reducing stress and absenteeism, and increasing loyalty.
Exit Interview Analysis	Conducts thorough analysis of exit interview data to understand why employees leave	Yes	Analyzing exit interviews helps identify common reasons for turnover, allowing the organization to address these issues proactively.
Employee Engagement Surveys	Regularly measures employee engagement levels through surveys	Yes	Regular engagement surveys help track employee satisfaction over time and provide insights into areas needing improvement.
Mentorship Programs	Establishes mentorship opportunities for employees to guide their career progression	Yes	Mentorship programs provide support and guidance, helping employees feel more connected to the organization and committed to their career growth.