

Project Initialization and Planning Phase

Date	15 March 2024
Team ID	739640
Project Name	WORK FORCE RETENTION SYSTEM
Maximum Marks	3 Marks

Define Problem Statements:

In the context of modern businesses, retaining skilled employees is a significant challenge that directly impacts organizational performance and continuity. High employee turnover rates lead to increased recruitment and training costs, loss of organizational knowledge, and disruption of team dynamics. These challenges are often exacerbated by a lack of employee satisfaction with career growth opportunities, compensation, and work-life balance.

Example:

I am	I'm trying to	But	Because	Which makes me feel
An HR manager	Implement a workforce retention system	It is challenging	employees are leaving frequently	stressed

Problem Statement (PS)	I am (Customer)	I'm trying to	But	Because	Which makes me feel
PS-1	A company HR manager	Retain skilled employees	They leave frequently	They are not satisfied with career growth and benefits	Frustrated and worried about constant turnover
PS-2	An employee	Stay with the company long term	I feel undervalued and underpaid	The company lacks clear career progression and adequate compensation	Demotivated and dissatisfied with the job