Project Design Phase-I
Proposed Solution Template

Date	19 September 2022
Team ID	PNT2022TMID14579
Project Name	Project - Corporate Employee Attrition Analytics
Maximum Marks	2 Marks

Proposed Solution :

S.No.	Parameter	Description
1.	Problem Statement (Problem to be solved)	An organization's can be successful only if they have skilled and sufficient employees keep working for them. But attrition of employees in an organization can affect an organization's success growth. So we have to determine which factors keep employees at the company and which prompt others to leave.
2.	Idea / Solution description	The main idea to solve this problem is to identify what all factors contribute for the growth of attrition rate in an organization and to improvise these factors to prevent loss of good people. This can be done by generating a visual report of the dataset containing those factors with the help of IBM Cognos analytics tool.
3.	Novelty / Uniqueness	The above mentioned solution can help the organization analyse, visualize the factors causing attrition so that they can improvise those factors to prevent loss of good people from their organization. Suggesting of new policies to company based on their attrition rate and the factors causing attrition.
4.	Social Impact / Customer Satisfaction	Accurate data visuals for the cause of attrition growth in an organization can bring about meaningful insights to the organization's success rate. • For employers – Reduces the cost and saves time. • For employees – Job satisfaction
5.	Business Model (Revenue Model)	Decrease of attrition rate in an organization can be done thereby increasing the success rate of the organization and to give better job opportunities to the employees hence this can elevate the profit rate of the organization. 1. Tie-up with companies to help them in employee retention with smart solutions 2. Analysis report to the organizations
6.	Scalability of the Solution	It can be scaled as a company which provides smart solutions to big enterprises in employer -employee satisfaction and charge accordingly. Also, With the data visual reports, organization will be able to find the factors that increases attrition in their organization thereby improvising those factors to increase success and profit rate of their organization.