

### CORPORATE EMPOLYEE ATTRITION ANALYTICS

**NALAIYA THIRAN PROJECT BASED LEARNING**

**On**

**Banking and finance**

**A PROJECT REPORT**

|  |  |
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**BACHELOR OF TECHNOLOGY**

**IN**

**INFORMATION TECHNOLOGY**

**HINDUSTHAN COLLEGE OF ENGINEERING AND TECHOLOGY**

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# COIMBATORE – 641032

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**INTRODUCTION**.

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* Most of the work we do in the field of people analytics is oriented to helping organizations understand what is most important to their employees, with the goal of making improvements to increase employee engagement and productivity, and reduce unwanted attrition.There may also be positions within the organization that are transitional roles where employees are anticipated to have only a short tenure before they graduate internally or externally to another position. For employees in these types of roles, the goal may not be to keep them in that role indefinitely, but to keep them in those positions for just a few months longer, to reduce turnover costs and disruption.
* The goal with employee attrition and retention is to strike the right balance of holding on to top talent while accepting that some level of attrition is healthy; employee attrition analytics enables organizations to find that balance.
* There may also be positions within the organization that are transitional roles where employees are anticipated to have only a short tenure before they graduate internally or externally to another position.
* For employees in these types of roles, the goal may not be to keep them in that role indefinitely, but to keep them in those positions for just a few months longer, to reduce turnover costs and disruption.
* The goal with employee attrition and retention is to strike the right balance of holding on to top talent while accepting that some level of attrition is healthy; employee attrition analytics enables organizations to find that balance.

**1.1 PROJECT OVERVIEW**

Employee attrition is referred as reduction in number of employees in an organization. For IT industry, employee attrition has become a known challenge since last 2 decades. Employees leave the organization for various reasons. A few reasons are, demand of high salary, change in technology or role, professional challenges etc. High attrition leads to expense over multiple attributes and functions in the company. Recruitment, Training and Development costs increases overall cost on the employees. The core reason of this attrition could be mismatch in expectations of organization and expectations of employees from each other. This project is used to analyze the attrition reasons as well as understand the expectation of employees from the organization.

**1.2 PURPOSE**

* By the end of this Project, you will:
* Know fundamental concepts and can work on IBM Cognos Analytics.
* Gain a broad understanding of plotting different visualization to provide suitable solution.
* Able to create meaningful Visualization and Dashboard(s).
* Attrition analysis contributes to the details generated by HR managers on employees leaving the company.
* The metrics offer accuracy in terms of the reasons given by employees themselves. Apart from this, a wider avenue for change and dynamism also emerges from analysis of attrition.
* It brings to fore the cause of employee disengagement.

**2. LITERATURE SURVEY**

* 1. **EXISTING PROBLEM**
* A quiet significant amount of works related to the Attrition of Employees using Machine Learning algorithms have been made.
* An efficient attrition rate prediction has been made by using various algorithms some of them include Logistic Regression, Decison Tree, Random Forest Classifier etc.
* It can be seen in results that each algorithm has its strength to register the defined objectives.
* The model incorporating PAM had the ability to calculate based on various attributes such as age, sex, marital status, education level, work experience, distance from hometown, etc.
* and generates various levels of risk of attrition.Itdidnt use any one algorithm but depending on the organizational contexts, different models have to be tried and evaluated before making the final selection.
* But the accuracy that was obtained in such PDM model was far more less than the new upcoming model .

**2.2REFERENCES**

* + Hardik P. K. (2016) , “a study on employee attrition: with special reference to kerala it industry”. IMPACT: International Journal of Research in Business Management. 75-82
  + BodjrenouKossivi, Ming Xu, BombomaKalgora( May 2016), Study on Determining Factors of Employee Retention. Open Journal of Social Sciences, Vol.4 No.5, May 30, 2016
  + Brijesh Kishore Goswami, Sushmita Jha (April 2012), “Attrition Issues and Retention Challenges of Employees” , International Journal of Scientific & Engineering Research Volume 3, Issue 4, April-2012 1 ISSN 2229-5518 •
  + Vivek Sinha, (March 10, 2011) - Attrition is Indian firms’ new worry – Vivek Sinha, Hindustan Times, (March 10, 2011) Lucknow Edition • SabithaNiketh (March 2008 ), Attrition: A Global Problem, HRM Review, March 2008 Issue, Pg. no. 64-67, ICFAI University Press, Hyderabad

**2.3 PROBLEM STATEMENT DEFINITION**

*PROBLEM STATEMENT 1:*

It is the major part for the growing environmental and business issue thus there is a propose to predict the causes for the employee attrition playing major role for an organization to meet their needs to the employees' side and work for the retaining of the skilled workers in the Company.

 SOLUTION: A significant difficulty for the business is high personnel turnover rates. The firm's personnel turnover rates, according to estimates, have increased to a glaring pace. The idea of retention is to keep or protect the company's devoted employees. Contrarily, the term "turnover" is used to describe the rate at which a specific company loses its current personnel and replaces them with new ones. An organization's revenue is primarily impacted by a high personnel turnover rate, which has an impact on the organization's profitability. It is obvious that large-scale firms of any size may experience negative effects from the high personnel turnover rate. A variety of elements, including but not limited to the following, can have a negative effect on an enterprise's profitability. The attainable skilled resources, along with circumstances in the industry are the prime determinants of the degree of the revenue impact. The attainable skilled resources, along with circumstances in the industry are the prime determinants of the degree of the revenue impact. Moreover, higher turnover costs can originate from complex jobs that require specialized training as well as higher education levels. For this reason, jobs held by senior executives and highly paid occupations are predisposed to cost augmentation, making it more difficult for organizations to replace them. A decrease in morale in the workplace is also ascribed to a high turnover rate. Many

.*PROBLEM STATEMENT 2:*

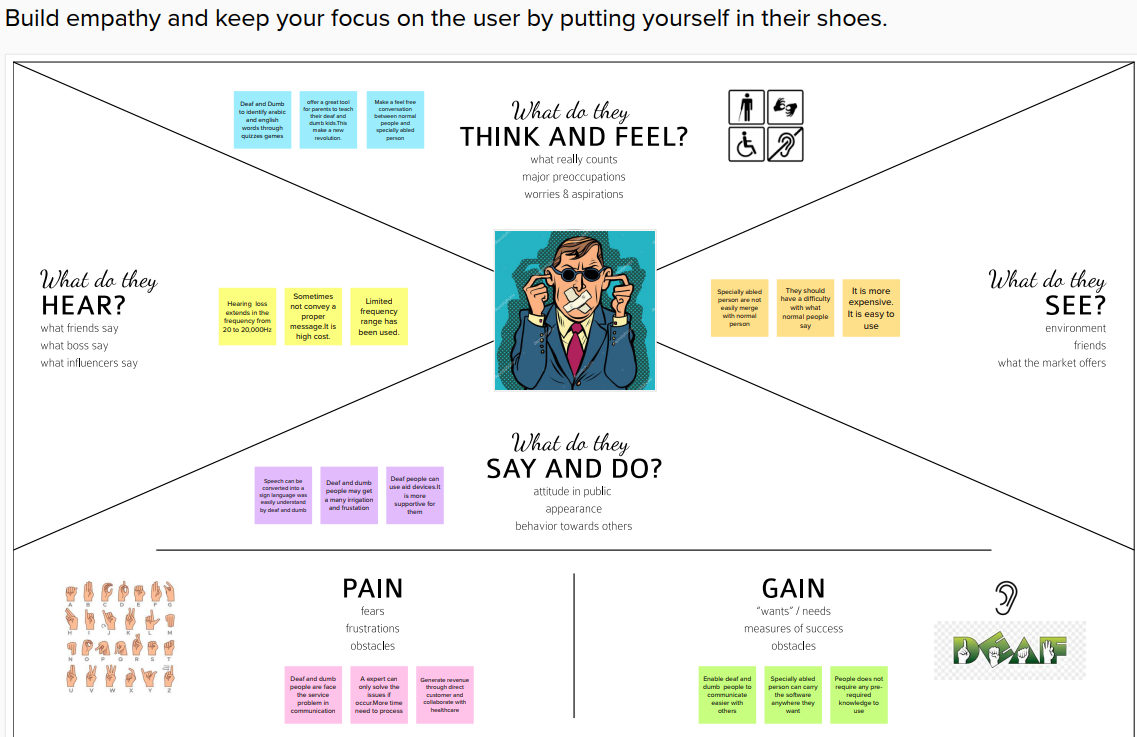
Employee attrition must be decreased for a firm as it increases the high training cost and the crucial business time of an organization. It leads to gradual reduction in number of employees through resignation, death and retirement. It affects the smooth functioning of a team and lead to productivity losses. It led to the loss of all this acquired knowledge, which is not easily replaceable.

 SOLUTION: Employee attrition must be decreased for a firm as it increases the high training cost and the crucial business time of an organization. The data is for company X which is trying to control attrition. There are two sets of data: “Existing employees” and “Employees who have left the organization. Employee attrition is a major issue among all employee-related issues in the current setting, notwithstanding changes in the external environment. According to the definition of attrition, goes by the term of attrition. The frequency of employee departures from a company is measured by staff turnover, which is commonly done on a monthly, quarterly, and annual basis. The two types of turnover are covered by turnover rates. In other words, it includes both those who were fired by the business due to performance or behavior issues, as part of larger layoffs, or because they left the company to pursue new employment or educational opportunities, personal reasons, or to retire. Even if the causes of employee leaving are listed in a different order in the several The situation exacerbates because of a reduction in active and well-trained employees all attributable to high worker turnover rates. As this trend perpetuates, it can result in difficulties to the corporation when it comes to attracting the first-class talent. Substandard work quality and a reduction in productivity are the palpable outcomes of overworking workers and lowered employee morale.

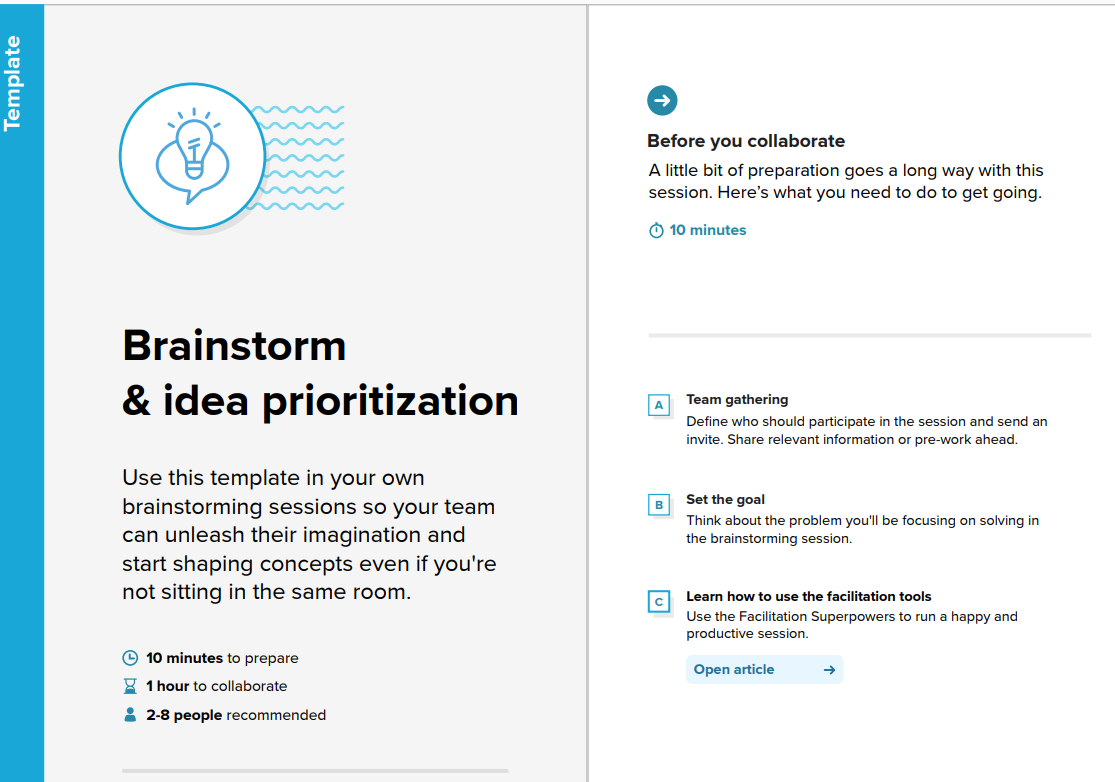
**3. IDEATION & PROPOSED SOLUTION**

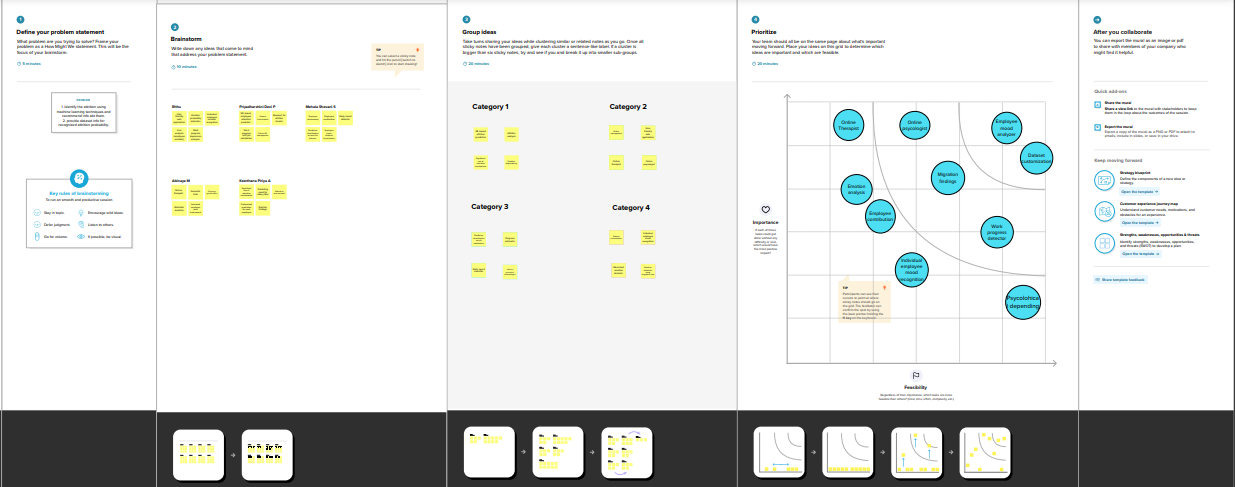
**3.1EMPATHY MAP CANVAS**

* An empathy map is a collaborative tool teams can use to gain a deeper insight into their customers. Much like a user persona, an empathy map can represent a group of users, such as a customer segment.

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**3.2IDEATION& BRAINSTORMING**

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**3.3PROPOSED SOLUTION**

|  |  |  |
| --- | --- | --- |
| S.No. | Parameter | Description |
| 1. | Problem Statement (Problem to be solved) | Employee attrition is a significant expense to an organisation, and in many cases, the Human Resources department's top priority is to fore see such attritions. The goal in solving this problem is to forecast an organization's employee attrition rate. |
| 2. | Idea / Solution description | Employee attrition must be decreased for a firm as it increases the high training cost and the crucial business time of an organization. Focus on employee engagement through meaningful work, goal-setting, and communication of value. Additionally, they should notice the causes for employees to leave the organization. Data analysis can be used to establish internal employee turnover benchmarks. Tracking these benchmarks over time can reveal how the employee experience is changing for better or worse, if the reasons employees are leaving have changed, or if the attrition pattern or time cycle is different. These benchmarks will illustrate whether the actions the organization is taking to reduce attrition are effective, alerting leaders and managers to make adjustments or take different targeted actions if needed. We can use K nearest algorithm to load, visualize, pre process the data .UsingKNeighborsClassifierfor finding the best number of neighbour with the help of misclassification error.  3. Novelty / Uniqueness We consider three types of attrition |
| 3. | Novelty / Uniqueness | The uniqueness is that it increases the way to predict the employees leaving from the organization due to the dissatisfaction in the work and the various employees leaving from the organization due to their personnel problems can be determined. We consider three types of attritions here and try to solve the problems of overcoming it. Voluntary- When an employee leaves the company for a better job opportunity or career growth or more pay, and leaves on his own. Involuntary- If an employee is terminated from a job due to some ethical issue or lack or performance. Sometimes, a degrowing business also forces employees to quit the job, which leads to a higher rate of people leaving. Retirement- Once an employee finishes his/her tenure at a company and retires |
| 4. | Social Impact / Customer Satisfaction | This leads to the various dissatisfaction between the employees and the organization. So this can be solved in the organization by the various mechanisms to solve the employees needs. |
| 5. | Business Model (Revenue Model) | * Business models innovation in airlines can contribute to the creation of value, competitive advantage and profitability with new possibilities of action. * A revenue model is a blueprint that shows how a startup business will earn revenue or gross income from its standard business operations, and how it will pay for operating costs and expenses. |
| 6. | Scalability of the Solution | * This helps the corporate in learning the reasons for attrition, understanding different types of attrition, trying to limit the attrition through various techniques. |

**3.4 Problem Solution**

The Problem-Solution Fit simply means that we have found a problem with our customer and that the solution we have realized for it actually solves the customer’s problem. It helps entrepreneurs, marketers and corporate innovators identify behavioural patterns and recognize what would work and why. The purpose is to solve complex problems in a way that fits the state of your customers and succeed fasterand increase yoursolutionadoptionbytapping int o existing mediumsand channels of behaviour

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**4.REQUIREMENT ANALYSIS**

**4.1 FUNCTIONAL REQUIREMENTS**

Following are the functional requirements of the proposed solution.

|  |  |  |
| --- | --- | --- |
| FR No. | Functional Requirement (Epic) | Sub Requirement (Story / Sub-Task) |
| FR-1 | customer Registration | customer can make Registeration through Gmail |
| FR-2 | User Confirmation | Authenticate the user trying to login using database Confirmation via Email Confirmation via OTP. |
| FR-3 |  | Employee attrition analysis by biannual or quarterly performance appraisal, Identifying the team where the major resignation happens (three types of attrition-voluntary, involuntary, retirement) |
| FR-4 | Employee management | Validating and managing the registered employee details. |

**4.2 NON-FUNCTIONAL REQUIREMENTS**

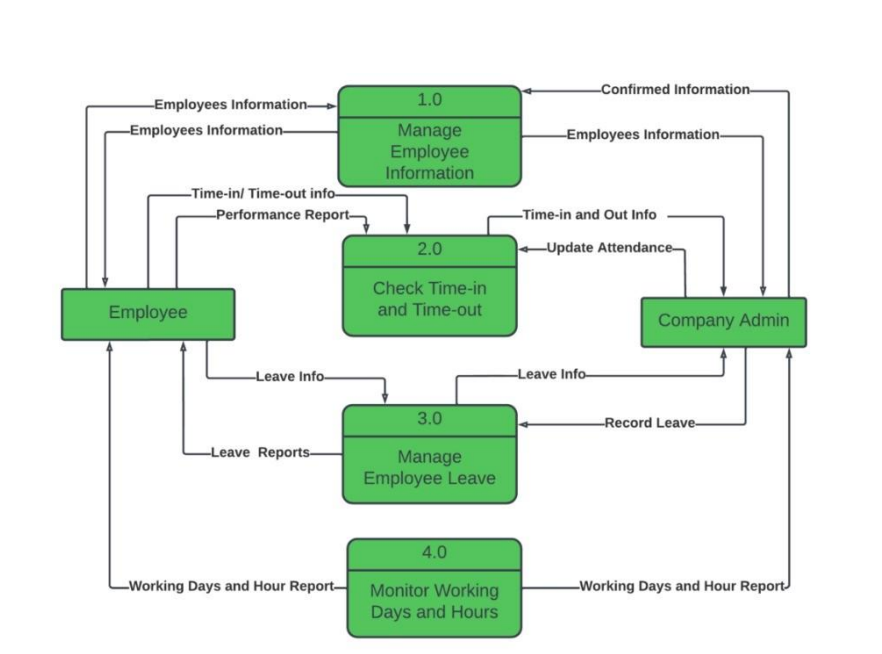
Following are the non-functional requirements of the proposed solution.

|  |  |  |
| --- | --- | --- |
| FR No. | Non-Functional Requirement | Description |
| NFR-1 | Usability | The application will have a simple and user-friendly graphical interface. Users will be able to understand and use all the features of the application easily. Any action has to be performed with just a few clicks |
| NFR-2 | Security | The main security concern is for users account hence proper login mechanism should be used to avoid hacking. The organization system should not disclose personal information of users and other organization details to public. |
| NFR-3 | Reliability | When the system is disconnected or frozen due to over access at the same time, it should save all the process of the users made up to the point of abnormal happenings. |
| NFR-4 | Performance | The system should require a fair amount of speed especially while browsing through the catalogue. |
| NFR-5 | Availability | The system shall be available 24 hours a day 7 days a week. User can access at anytime. |
| NFR-6 | Scalability | Large Number of users can access the website |

**5.PROJECT DESIGN**

**5.1DATA FLOW DIAGRAM**

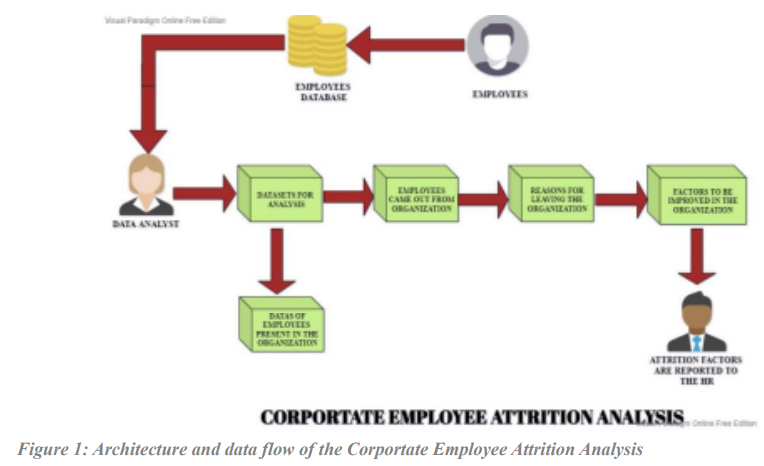
A Data Flow Diagram (DFD) is a traditional visual representation of the information flows within a system. A neat and clear DFD can depict the right amount of the system requirement graphically. It shows how data enters and leaves the system, what changes the information, and where data is stored.

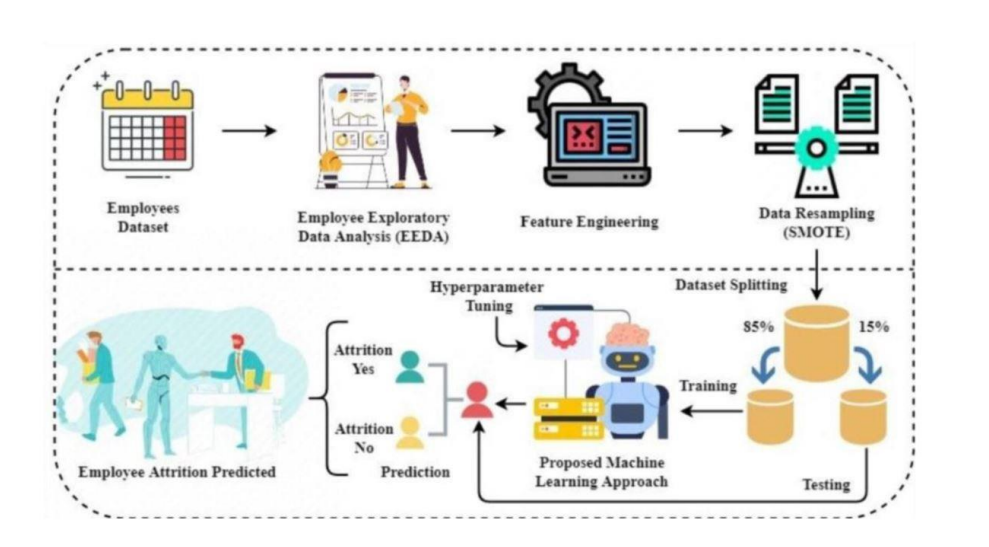


**5.2 SOLUTION & TECHNICAL ARCHITECTURE**

**Solution Architecture**

* A Solution Architecture (SA) is an architectural description of a specific solution. SAs combine guidance from different enterprise architecture viewpoints (business, information and technical), as well as from the enterprise solution architecture (ESA)





**Technical Architecture**

**Table-1: Components & Technologies:**

|  |  |  |  |
| --- | --- | --- | --- |
| **S.No** | **Components** | **Description** | **Technology** |
| 1. | User Interface | How user interacts with application e.g.Web UI, MobileApp, Chatbot etc. | HTML, CSS, Java Script,  Excel |
| 2. | Application Logic-1 | Logic for a process in the application | IBM Watson STT service, Python |
| 3. | Application Logic-2 | Logic for a process in the application | IBM Watson Assistant |
| 4. | Database | Data Type, Configurations | MySQL, NSQL |
| 5. | Cloud Database | Database service on cloud | IBM DB2, IBM  Cloudant |
| 6. | File Storage | File Storage requirements | IBM Blocks Storage or other storage service or Local File system |
| 7. | External API-1 | Purpose of External API used in the application | IBM Weather API |
| 8. | External API-1 | Purpose of External API used in the application | Aadhar API |
| 9. | Infrastructure (Server/Cloud) | Application Deployment on Local System/Cloud Local Server  Configuration: Cloud  Server Configuration | Local, Cloud Foundry |

**Table-2: Application Characteristics:**

|  |  |  |  |
| --- | --- | --- | --- |
| **S.No** | **Characteristics** | **Description** | **Technology** |
| 1. | Open-Source  Frameworks | List the open-source frameworks used | Technology of open- source framework |
| 2. | Security  Implementations | List all the security/access controls implemented, use of firewalls. | Example: SHA-256,  Encryption, IAM Controls,  OWASP |
| 3. | Scalable  Architecture | Justify the scalability of architecture | Cognos Used |
| 4. | Availability | Justify the availability of application (e.g: use of load balancers,  distributed servers) | AWS Used |
| 5. | Performance | Design consideration for the performance of the application (number of requests per second, use of Cache, use of CDN’s) | Dashboard,Reports,Stories |

**5.3 USER STORIES**

Use the below template to list all the user stories for the product.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| User Type | Functional  Requirement  (Epic) | User Story  Number | User Story / Task | Acceptance criteria | Priority | Release |
| Customer (Web user) | Registration | USN-1 | As a user, I can register for the application by entering my email, password, and confirming my password. | I can access my account / dashboard | High | Sprint-1 |
|  |  | USN-2 | As a user, I will receive confirmation email once I have registered for the application | I can receive confirmation email & click confirm | High | Sprint-1 |
|  |  | USN-3 | As a user, I can register for the application through Gmail. |  | Medium | Sprint-1 |
|  | Login | USN-4 | As a user, I can log into the application by entering email & password. | I can get to access my web portal | High | Sprint-1 |
|  | Dashboard | USN-5 | As a user, I can get to know what my dashboard consists of. | I can my details of my registration. | Low | Sprint-2 |
| Customer Care Executive | Organization | USN-6 | The organization which owns this airplane analysis system will enable the option to customers to reach out the organization if   * they have any problem with the organization’s system of customer interaction or * airplane issues- delay, landing in a different location | The customer care workers will help out the customers in trouble. | High | Sprint-1 |

**6.PROJECT PLANNING & SCHEDULING**

**6.1 SPRINT PLANNING& ESTIMATION**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Sprint | Functional Requirement (EPIC) | User Story Number | User story / Task | Story points | Pritiores | Team Members |
| Sprint 1 | Login | USN-1 | As a User,I should be able to login in the apllication |  |  | Bhuvaneshwar,Charan,Deepak Magdhalin gethsiya |
| Sprint 2 | Datset Upload and Cleaning | USN-2 |  |  |  | Bhuvaneshwar,Charan,Deepak Magdhalin gethsiya |
| Sprint 3 | Exploring Datasets | USN-3 |  |  |  | Bhuvaneshwar,Charan,Deepak Magdhalin gethsiya |
| Sprint 4 | Model Creation and Output | USN-4 |  |  |  | Bhuvaneshwar,Charan,Deepak Magdhalin gethsiya |

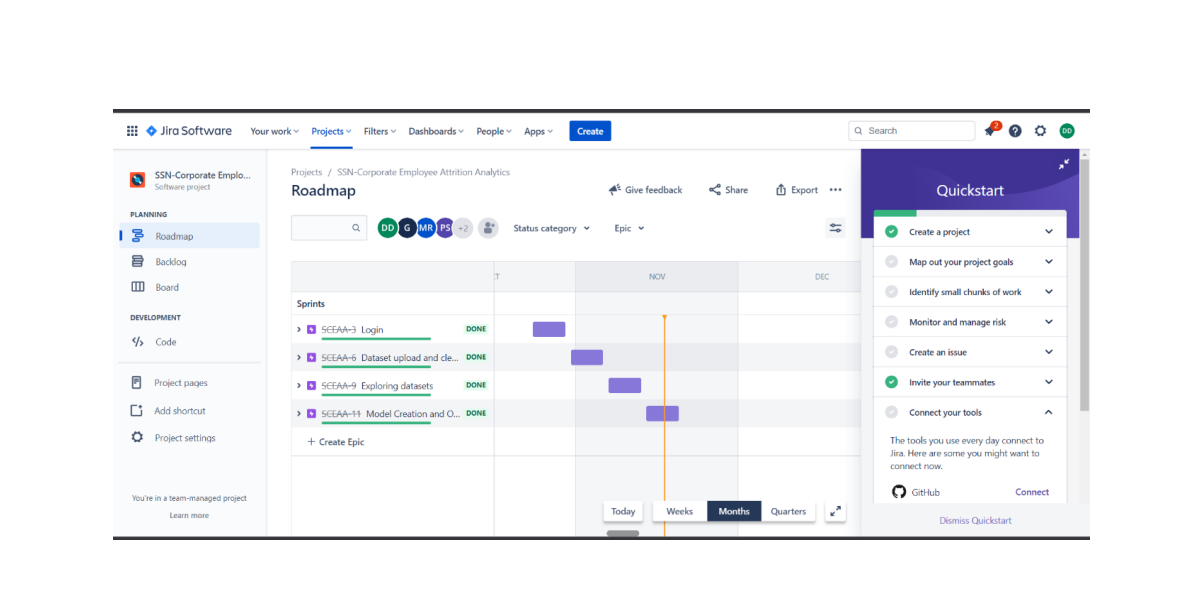
**6.2 SPRINT DELIVERY SCHEDULE**

Use the below template to create product backlog and sprint schedule

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Sprint | Functional  Requirement (Epic) | User Story  Number | User Story / Task | Story Points | Priority | Team  Members |
| Sprint-1 | Registration | USN-1 | As a user, I can register for the application by entering my email, password, and confirming that. | 2 | Low | Bhuvaneshwar,Charan,Deepak Magdhalin gethsiya |
| Sprint-1 | Registration | USN-2 | As a user, I will receive confirmation email once I have registered for the application | 3 | High | Bhuvaneshwar,Charan,Deepak Magdhalin gethsiya |
| Sprint-1 | Login | USN-3 | As a user, I adapt to logging into the system with credentials. | 2 | Low | Bhuvaneshwar,Charan,Deepak Magdhalin gethsiya |
| Sprint-1 | Designation of Region | USN-4 | As a user, I can collect the dataset and select the region of interest to be monitored and analysed | 5 | Medium | Bhuvaneshwar,Charan,Deepak Magdhalin gethsiya |
| Sprint-2 | Exploration Of the Data | USN-5 | As a developer,I will explore the given datasetthrough cognos. | 6 | High | Bhuvaneshwar,Charan,Deepak Magdhalin gethsiya |
| Sprint-2 | Visualization Of the Dataset | USN-6 | As a developer,I will visualize the given dataset into a dashboard using cognos. | 6 | High | Bhuvaneshwar,Charan,Deepak Magdhalin gethsiya |
| Sprint-3 | Customization Of the Dashboard | USN-7 | As a user,I can customize the visualized dashboard. | 6 | Medium | Bhuvaneshwar,Charan,Deepak Magdhalin gethsiya |
| Sprint-3 | Ease of Access | USN-8 | As a user,I can easily access and manipulate the dashboard. | 6 | Medium | Bhuvaneshwar,Charan,Deepak Magdhalin gethsiya |

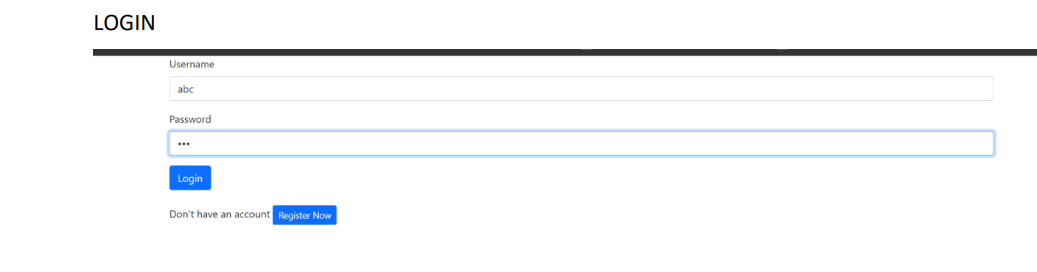
|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Sprint | Functional  Requirement (Epic) | User Story  Number | User Story / Task | Story Points | Priority | Team  Members |
| Sprint-4 | Report Generation | USN-9 | As a user,I can view the detailed report of my visualization. | 6 | High | Bhuvaneshwar,Charan,Deepak Magdhalin gethsiya |
| Sprint-4 | Establishment of the Dashboard | USN-10 | As a developer,I established the dashboard into a website and submit the website. | 6 | High | Bhuvaneshwar,Charan,Deepak Magdhalin gethsiya |

REPORTS FROM JIRA



**7.CODING & SOLUTIONING**

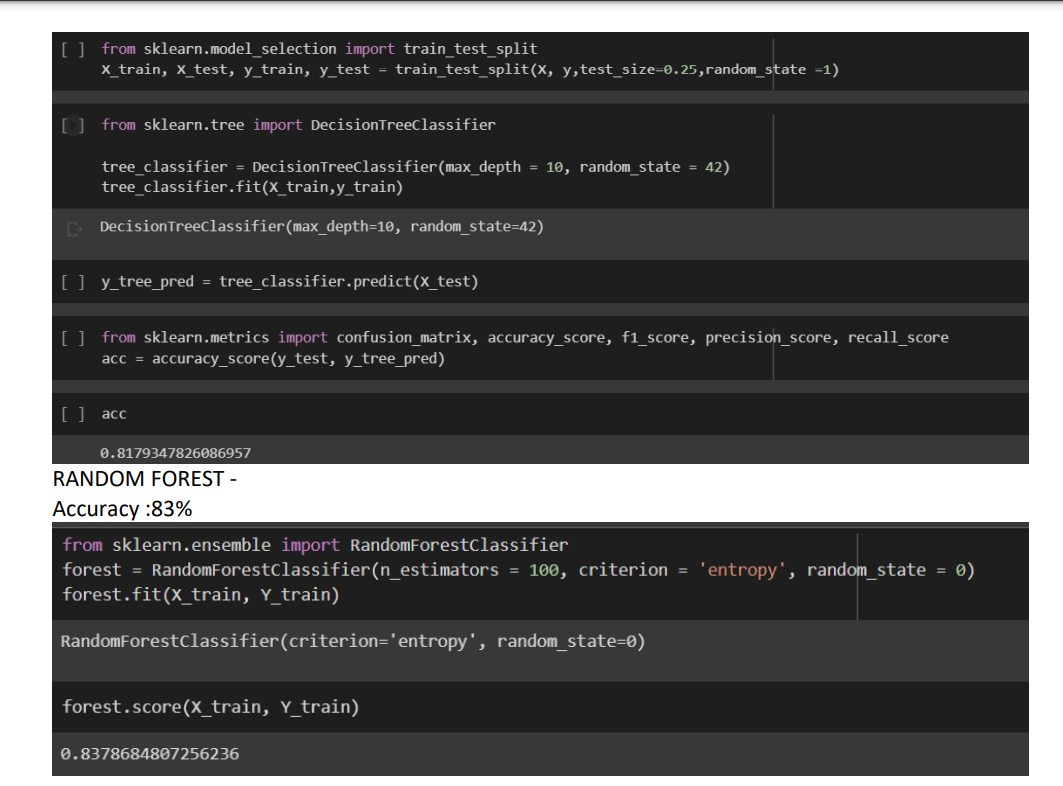
**7.1 Feature 1 - LOGIN**



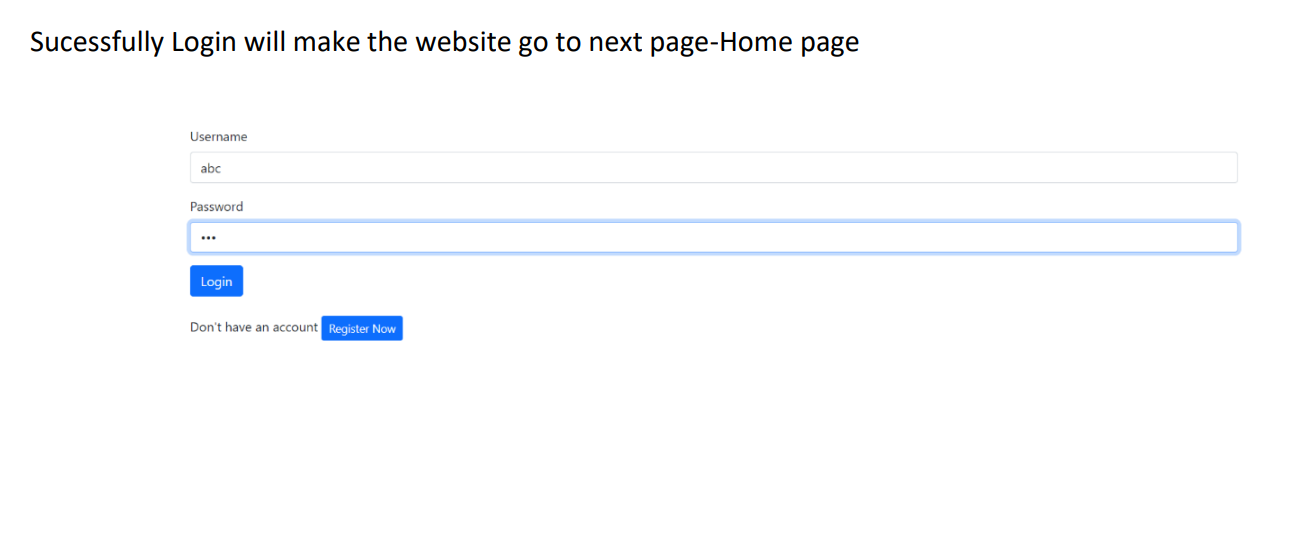
**7.2 Feature 2**

**Feature 2 - Accuracy rate (Attriton)**

**DECISION TREE - Accuracy :81%**

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**8.1 Test Cases Sucessfully Login will make the website go to next page-Home page**

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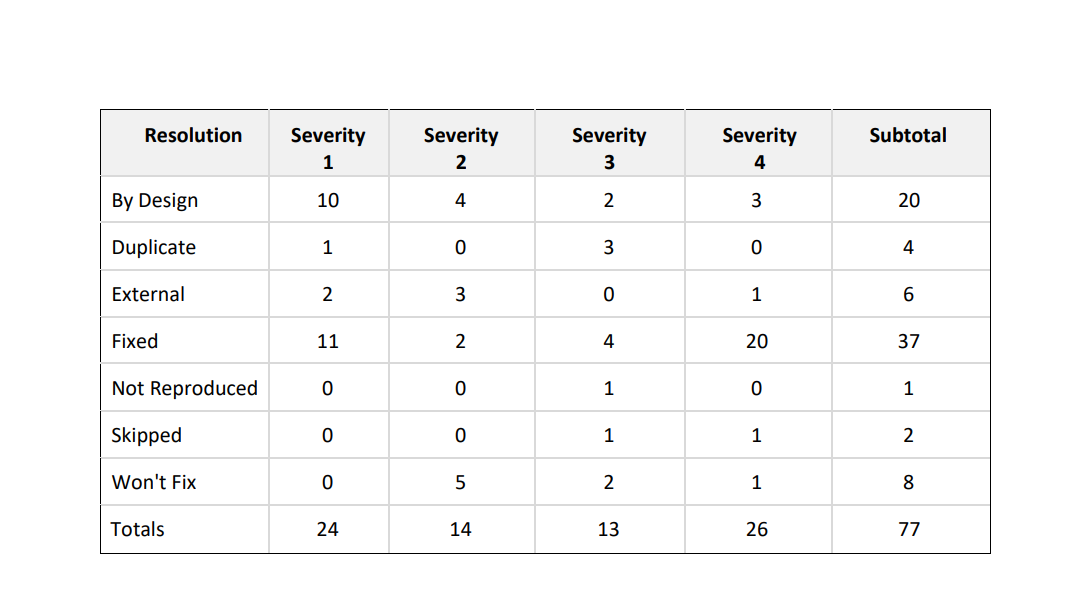
Purpose of Document

The purpose of this document is to briefly explain the test coverage and open issues of the project at the time of the release to User Acceptance Testing (UAT)

Defect Analysis

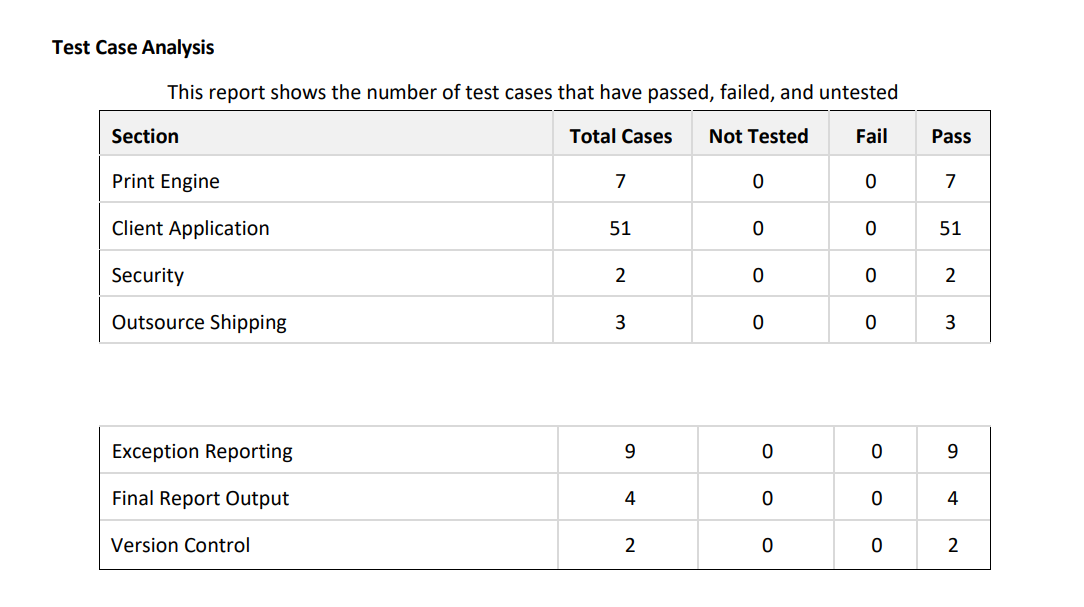
This report shows the number of resolved or closed bugs at each severity level, and how they were resolved

**7.3 Database Schema**



**8. TESTING**

**TESTCASE**

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**9.RESULT**

9**. RESULTS** 9.1 Performance Metrics

➤ Hours worked: 50 hours ➤ Stick to Timelines: 100% ➤ Stay within budget: 100% ➤ Consistency of the product: 85% ➤ Efficiency of the product: 85% ➤ Quality of the product: 85%

**10.ADVANTAGES AND DISADVANTAGES**

10. ADVANTAGES & DISADVANTAGES

**Advantages:** Identifying attrition can really help the company in identifying where they are going wrong and correcting it This project has - Smooth User Interface and Accuracy is achieved quickly.

**Disadvantages:** Random forest can be used for both classification and regression tasks,butit is no more suitable for Regression tasks. This analysis is only based on the dataset or data provided,so it has to be perfectly correct.

**11. CONCLUSION**

**11. CONCLUSION** Research findings suggest that attrition reasons in IT organizations primarily revolve around professional growth and challenges in the organization. Although economic factors happen to the most influential factor, professionals may settle for second best criteria of their preference that is career growth and supportive work policies in the organization. On the other hand, candidates who aspire to have a better job than the one in hand are more interested in securing the next job. Young talent wants to work on latest technology and functional domain. IT professionals who are young career makers are less influenced by Brand name or geographical area. Most of the IT professionals look for challenging role and position in the organization. Candidates as well as senior professionals believe that challenging work motivate them to maintain the interest in the work life. This overview of the project conveys the idea that numerous methods have been investigated for detecting the attrition rate. Big data,machine learning, and data mining can be used to great success to analyse the prediction model with the highest degree of accuracy. The primary goal of this project is calculate employee attrition in an orgamization .

**12.FUTURE SCOPE**

A future update shall comprise of section for upload datasets even which have null values and still get the attrition rate. The obtained output can be further processed and sent to smart devices to provide necessary information. Constant monitoring can provide necessary data to recommend to use it incase an emergency.Also it can developed as an app and hosted so that anywhere any organization can use it.

**13.APPENDIX**

**SOURCE CODE**

**Logout Code:**

|  |
| --- |
| importsqlite3 |
|  | fromflaskimportFlask, redirect, url\_for, render\_template, request, session |
|  |  |
|  |  |
|  | defregister\_user\_to\_db(username, password): |
|  | con=sqlite3.connect('database.db') |
|  | cur=con.cursor() |
|  | cur.execute('INSERT INTO users(username,password) values (?,?)', (username, password)) |
|  | con.commit() |
|  | con.close() |
|  |  |
|  |  |
|  | defcheck\_user(username, password): |
|  | con=sqlite3.connect('database.db') |
|  | cur=con.cursor() |
|  | cur.execute('Select username,password FROM users WHERE username=? and password=?', (username, password)) |
|  | result=cur.fetchone() |
|  | ifresult: |
|  | returnTrue |
|  | else: |
|  | returnFalse |
|  |  |
|  |  |
|  | app=Flask(\_\_name\_\_) |
|  | app.secret\_key="r@nd0mSk\_1" |
|  |  |
|  |  |
|  | @app.route("/") |
|  | defindex(): |
|  | returnrender\_template('login.html') |
|  |  |
|  |  |
|  | @app.route('/register', methods=["POST", "GET"]) |
|  | defregister(): |
|  | ifrequest.method=='POST': |
|  | username=request.form['username'] |
|  | password=request.form['password'] |
|  |  |
|  | register\_user\_to\_db(username, password) |
|  | returnredirect(url\_for('index')) |
|  |  |
|  | else: |
|  | returnrender\_template('register.html') |
|  |  |
|  |  |
|  | @app.route('/login', methods=["POST", "GET"]) |
|  | deflogin(): |
|  | ifrequest.method=='POST': |
|  | username=request.form['username'] |
|  | password=request.form['password'] |
|  | print(check\_user(username, password)) |
|  | ifcheck\_user(username, password): |
|  | session['username'] =username |
|  |  |
|  | returnredirect(url\_for('home')) |
|  | else: |
|  | returnredirect(url\_for('index')) |
|  |  |
|  |  |
|  | @app.route('/home', methods=['POST', "GET"]) |
|  | defhome(): |
|  | if'username'insession: |
|  | returnrender\_template('home.html', username=session['username']) |
|  | else: |
|  | return"Username or Password is wrong!" |
|  |  |
|  |  |
|  | @app.route('/logout') |
|  | deflogout(): |
|  | session.clear() |
|  | returnredirect(url\_for('index')) |
|  |  |
|  |  |
|  | if\_\_name\_\_=='\_\_main\_\_': |
|  | app.run(debug=True) |

**Home page code:**

|  |
| --- |
| <!DOCTYPE html> |
|  | <htmllang="en"> |
|  | <head> |
|  | <linkhref="https://cdn.jsdelivr.net/npm/bootstrap@5.1.3/dist/css/bootstrap.min.css" rel="stylesheet" |
|  | integrity="sha384-1BmE4kWBq78iYhFldvKuhfTAU6auU8tT94WrHftjDbrCEXSU1oBoqyl2QvZ6jIW3" crossorigin="anonymous"> |
|  | <scriptsrc="https://cdn.jsdelivr.net/npm/@popperjs/core@2.10.2/dist/umd/popper.min.js" |
|  | integrity="sha384-7+zCNj/IqJ95wo16oMtfsKbZ9ccEh31eOz1HGyDuCQ6wgnyJNSYdrPa03rtR1zdB" |
|  | crossorigin="anonymous"></script> |
|  | <scriptsrc="https://cdn.jsdelivr.net/npm/bootstrap@5.1.3/dist/js/bootstrap.min.js" |
|  | integrity="sha384-QJHtvGhmr9XOIpI6YVutG+2QOK9T+ZnN4kzFN1RtK3zEFEIsxhlmWl5/YESvpZ13" |
|  | crossorigin="anonymous"></script> |
|  | <metacharset="UTF-8"> |
|  | <title>Home page</title> |
|  | </head> |
|  | <body> |
|  | <divclass="container"> |
|  | <center><h1>Corporate Employee Attrition Analytics</h1></center> |
|  | <center><h3> Welcome, {{username}}</h3></center> |
|  | <br/> |
|  | <br/> |
|  | <imgid="image" src="" /> |
|  | <imgid="image1" src="" /> |
|  | <buttontype="button" |
|  | onclick="show()" id="btnID"> |
|  | Age and Gender |
|  | </button> |
|  | <buttontype="button1" |
|  | onclick="show1()" id="btnID1"> |
|  | Department and Education |
|  | </button> |
|  | <center><ahref="/logout" class="btnbtn-primary btn-sm">Logout</a></center> |
|  | </div> |
|  | <script> |
|  | functionshow(){ |
|  |  |
|  | /\* Get image and change value |
|  | of src attribute \*/ |
|  | letimage=document.getElementById("image"); |
|  |  |
|  | image.src= |
|  | "{{url\_for('static', filename='img/Age and Gender.JPG')}}" |
|  |  |
|  | document.getElementById("btnID") |
|  | .style.display="none"; |
|  | } |
|  | functionshow1() |
|  | { |
|  | letimage=document.getElementById("image1"); |
|  |  |
|  | image.src="{{url\_for('static', filename='img/Department and Education.JPG')}}" |
|  | document.getElementById("btnID1") |
|  | .style.display="none"; |
|  | } |
|  | </script> |
|  | </body> |
|  | </html> |

**Login page Code:**

|  |
| --- |
| <!DOCTYPE html> |
|  | <htmllang="en"> |
|  | <head> |
|  | <linkhref="https://cdn.jsdelivr.net/npm/bootstrap@5.1.3/dist/css/bootstrap.min.css" rel="stylesheet" integrity="sha384-1BmE4kWBq78iYhFldvKuhfTAU6auU8tT94WrHftjDbrCEXSU1oBoqyl2QvZ6jIW3" crossorigin="anonymous"> |
|  | <scriptsrc="https://cdn.jsdelivr.net/npm/@popperjs/core@2.10.2/dist/umd/popper.min.js" integrity="sha384-7+zCNj/IqJ95wo16oMtfsKbZ9ccEh31eOz1HGyDuCQ6wgnyJNSYdrPa03rtR1zdB" crossorigin="anonymous"></script> |
|  | <scriptsrc="https://cdn.jsdelivr.net/npm/bootstrap@5.1.3/dist/js/bootstrap.min.js" integrity="sha384-QJHtvGhmr9XOIpI6YVutG+2QOK9T+ZnN4kzFN1RtK3zEFEIsxhlmWl5/YESvpZ13" crossorigin="anonymous"></script> |
|  | <metacharset="UTF-8"> |
|  | <title>Login page</title> |
|  | </head> |
|  | <body> |
|  | <divclass="container"> |
|  | <formaction="/login" method="post"> |
|  | <divclass="mb-3"> |
|  | <labelfor="Username" class="form-label">Username</label> |
|  | <inputtype="text" class="form-control" id="Username" name="username"> |
|  | </div> |
|  | <divclass="mb-3"> |
|  | <labelfor="Password" class="form-label">Password</label> |
|  | <inputtype="password" class="form-control" id="Password" name="password"> |
|  | </div> |
|  | <buttontype="submit" class="btnbtn-primary">Login</button> |
|  | </form> |
|  | <br/> |
|  | Don't have an account <ahref="/register" class="btnbtn-primary btn-sm">Register Now</a> |
|  | </div> |
|  | </body> |
|  | </html>  **Register Code:** |
| <!DOCTYPE html> |
|  | <htmllang="en"> |
|  | <head> |
|  | <linkhref="https://cdn.jsdelivr.net/npm/bootstrap@5.1.3/dist/css/bootstrap.min.css" rel="stylesheet" integrity="sha384-1BmE4kWBq78iYhFldvKuhfTAU6auU8tT94WrHftjDbrCEXSU1oBoqyl2QvZ6jIW3" crossorigin="anonymous"> |
|  | <scriptsrc="https://cdn.jsdelivr.net/npm/@popperjs/core@2.10.2/dist/umd/popper.min.js" integrity="sha384-7+zCNj/IqJ95wo16oMtfsKbZ9ccEh31eOz1HGyDuCQ6wgnyJNSYdrPa03rtR1zdB" crossorigin="anonymous"></script> |
|  | <scriptsrc="https://cdn.jsdelivr.net/npm/bootstrap@5.1.3/dist/js/bootstrap.min.js" integrity="sha384-QJHtvGhmr9XOIpI6YVutG+2QOK9T+ZnN4kzFN1RtK3zEFEIsxhlmWl5/YESvpZ13" crossorigin="anonymous"></script> |
|  | <metacharset="UTF-8"> |
|  | <title>Register Now</title> |
|  | </head> |
|  | <body> |
|  | <divclass="container"> |
|  | <formaction="/register" method="post"> |
|  | <divclass="mb-3"> |
|  | <labelfor="Username" class="form-label">Username</label> |
|  | <inputtype="text" class="form-control" id="Username" name="username"> |
|  | </div> |
|  | <divclass="mb-3"> |
|  | <labelfor="Password" class="form-label">Password</label> |
|  | <inputtype="password" class="form-control" id="Password" name="password"> |
|  | </div> |
|  | <buttontype="submit" class="btnbtn-primary">Register</button> |
|  | </form> |
|  | </div> |
|  | </body> |
|  | </html> |

**GitHub &Project Demo Link:**

<https://github.com/IBM-EPBL/IBM-Project-11672-1659338638>

<https://drive.google.com/file/d/1HsiKs6ySLJi3HchSdDnzmld_vUS2gniu/view?usp=sharing>