

CORPORATE EMPLOYEE ATTRITION ANALYTICS

PROPOSED SOLUTION

S.No	Parameter	Description
1.	Problem statement (problem to be solved)	Employee attrition is a major cost to an organization and predicting such attritions is the most important requirement of the Human Resources department in many organizations. In this problem, your task is to predict the attrition rate of employees of an organization.
2.	Idea/Solution description	<ul style="list-style-type: none"> • Foster a pleasant work environment. • The work environment is the space where employees fulfill their job responsibilities. • Appoint the right leadership.
3.	Novelty/Uniqueness	<ul style="list-style-type: none"> • Employee attrition is when an employee leaves the company through any method voluntary resignation, failure to return from the leave of absence or even illness or death. • Employee attrition is the gradual reduction in staff numbers that occurs as employees retire or resign and are not replaced. • Employee attrition is costly for businesses. The company loses employee productivity and employee knowledge.
4.	Customer Satisfaction/Social impact	<ul style="list-style-type: none"> • Employees are the driving factor behind customer satisfaction. Employee interaction sets the tone for a positive or negative customer experience. • When employees aren't happy at work their interactions with customers can and almost always will suffer.

5.	Business model (Revenue model)	<ul style="list-style-type: none"> • Business environment, the impact of attrition on a business can be detrimental to both the bottom line and morale. Attrition can involve the loss of employees or the loss of customers. • Both employee turnover or failure to retain customers over time can challenge managers. • Customer attrition • Cost of customer attrition • Cost of employees attrition
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6	Scalability of the Solution	<ul style="list-style-type: none"> For calculating attrition, you divide the average number of departures in a given period over the average number of employees in that period and then multiply by 100For calculating attrition, you divide the average number of departures in a given period over the average number of employees in that period and then multiply by 100 to get the percentage