

Project Design Phase-I Proposed Solution Template

Date	1 October 2022
Team ID	PNT2022TMID32181
Project Name	Corporate employee attrition analytics
Maximum Marks	2 Marks

Proposed Solution Template:

Project team shall fill the following information in proposed solution template.

S.No.	Parameter	Description
1.	Problem Statement (Problem to be solved)	<ul style="list-style-type: none"> ➤ It is difficult to identify all the potential employees through visual monitoring by HR. Potential employees leaving company may tend to decrease the company's profit. Layoffs, which occur due to a change or decrease of the business reduce employee morale and make it difficult to hire for other positions. When employees leave by choice, the company can decrease costs while moving forward with other hiring decisions. ➤ For an organisation to be successful it is important to attract and retain top talents. In order to do that, an organisation must determine the factors and the cause of an employee to leave or stay.
2.	Idea / Solution description	<ul style="list-style-type: none"> ➤ By collecting the data set of the corporate employee and using the methods of data analysis like visualizing, we can get some useful insights about the performance of the employees. ➤ Using algorithms to find the factors to analyze and understand the underlying pattern to improve on the factors leading to retention of employees.
3.	Novelty / Uniqueness	<ul style="list-style-type: none"> ➤ It is useful for the HR to identify their employees potential in order to retain them. This also helps the company to gain high profit by retaining good talents. ➤ Right before the employee joins, the analytical system would use the factors like gender, age, work duration in previous companies and etc to categorize whether the employee would stay for long term or short term hence controlling the attrition.
4.	Social Impact / Customer Satisfaction	<ul style="list-style-type: none"> ➤ Employees are of different types..Some employees after joining in the organization tend to be inactive and receive same salary as the one to work sincerely. ➤ This data analysis will be a warning sign to the employees too to work in the respective manner in order to achieve the organization goal.
5.	Business Model (Revenue Model)	<ul style="list-style-type: none"> ➤ The analysis can be performed with minimum cost and at the same time it can provide high performance.
6.	Scalability of the Solution	<ul style="list-style-type: none"> ➤ Predicting the exact result through data analysis helps us to increase the scalability of the solution.