

Project Design Phase-I
Proposed Solution Template

Date	25th September,2022
Team ID	PNT2022TMID53427
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)	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	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	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	This analytical system would help the organisations to function steadily, maintain their reputation and avoid financial loss due to employee attrition.
5.	Business Model (Revenue Model)	Many organisations use 'standard' attrition rates such as 4% for employees under the age of 25 and above, 3% for those between the ages of 31 and 44, and 2% for those 45 and beyond. Attrition of employees leads to decreased productivity.
6.	Scalability of the Solution	This analytical system is only applicable to employees with experience, organizations like hospitals, IT, airline, etc and results may not be helpful for small scale start-ups because all they need is to get their work done.