Project Design Phase-I
Proposed Solution Template

Date:	15 October 2022
Team ID:	PNT2022TMID11925
Project Name:	Project – 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)	Losing productive people would directly affect the growth of any organization. Given the data of employees working or resigned, the task is to analyse the data and find out the factors which lead the employees to leave the organization. This will help in retaining the employees and reduce the attrition rates.
2.	Idea / Solution description	Based on the results of the analysis of employee attrition, improving on the factors that lead the employees to leave the organization, maintaining good relationship with the employees and promoting personal career growth would have a positive impact on the retention of employees.
3.	Novelty / Uniqueness	Analysing the given data along with external survey results obtained from employees directly. This will help in improving the accuracy of the results.
4.	Social Impact / Customer Satisfaction	Reduction in the loss of valuable employees could be achieved. The Software directly benefits the customer by providing insights on the specific factors which need to be improved. The above factors subsequently lead to the growth of the company as well as customer satisfaction.
5.	Business Model (Revenue Model)	We plan to implement this application using a subscription-based model. Based on the number of employees, the subscription plans may differ.

6.	Scalability of the Solution	This software will be scalable for any organization as it runs only on the particular company's employee dataset. Implementing this software with the help of cloud service providers helps in increasing the scalability.