

**Project Design Phase-I**  
**Proposed Solution Template**

Date	19 September 2022
Team ID	PNT2022TMID53278
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 any organization to be successful the important thing to do is to attract and retain people with good talent. But there are many factors due to which employees are prompted to leave. The objective is to identify and improve these factors so as to prevent loss of good people.
2.	Idea / Solution description	Collect data for attrition rate based on Business travel, Department, Job role, Marital status, Salary Hike etc. and analyse the obtained dataset to see what causes the attrition rates to increase and come up with ways to reduce it.
3.	Novelty / Uniqueness	So whenever the attrition rate comes to a peak during any time over the years the HR analyst who observes this notifies the company and solutions are proposed to bring it down.
4.	Social Impact / Customer Satisfaction	The company gets to retain good talent. It also helps to strengthen employee relationships and enhance team morale. Also the employees who remain start to feel that their job is fulfilling when they get better benefits. Everyone gains a sense of purpose.
5.	Business Model (Revenue Model)	The company gets to save their resources. They don't have to waste money, productivity and valuable time in finding new employees, hire them, on-board them, teach them, and keep them. Retaining experienced employees also helps them get quality work done.
6.	Scalability of the Solution	Efficiency of work done by the company is improved and the teams work better and quicker due to experience and better understanding of each other.