

# Brainstorming and Ideation

## Problem statement

There is a rising problem over the years of increased Attrition rates of Employees. Thus, there is also an increasing need to find the root causes of the increasing attrition rates. The Problem of rising attrition rates can be reduced by taking preventive measures for the factors that lead to attritions.

## Brainstorming

<b>Deekshitha M</b>	<ul style="list-style-type: none"><li>● Study about Employee Attrition rates.</li><li>● Collection of Data</li><li>● Finding out Real world causes for Attrition</li><li>● Incorporating impactful factors for attrition such as inflation</li><li>● Emotional Factors of Employees to be considered</li><li>● Time, Work Patterns and Changing lifestyle influencing employee attrition</li><li>● Information Extraction from Employees' Statements</li><li>● testing the reliability of data</li><li>● Formulate solutions for lowering attrition</li></ul>
<b>Koushik K</b>	<ul style="list-style-type: none"><li>● Data Collection</li><li>● Checking the Credibility of the Data</li><li>● Deciding the Algorithm to be used for the Analysis</li><li>● Inferring the reason for attrition manually</li><li>● Performing Analytics using various methods</li><li>● Inferring the insights</li><li>● Comparing the Results got with the previous results</li><li>● Influencing Factors are segregated and re-checked</li><li>● Deriving outcomes and preventive measures to lower attrition</li></ul>
<b>Giridhar Prasanth</b>	<ul style="list-style-type: none"><li>● Understanding what makes employees unhappy</li><li>● segregating the available data</li><li>● Data collection of employee's emotions</li><li>● analyzing with past survey results</li><li>● find out the solutions</li><li>● choosing best algorithm for analysis</li><li>● Using data to predict attrition risks</li><li>● find the root cause of the problem and predict when employee leave</li><li>● Building a custom employee retention model</li></ul>

## Brainstorming and Ideation

<b>Kesav S J</b>	<ul style="list-style-type: none"><li>● Collection of Data from various sources</li><li>● Finding out the results of past surveys</li><li>● Testing the correctness of the Data</li><li>● Incorporating Past survey results with our available data</li><li>● Joining more datasets and forming a single reliable dataset</li><li>● Providing insights based on various conditions</li><li>● Representing the Data in form of Dashboards</li><li>● Finding out the impact percent of each factor</li><li>● Providing solutions for retaining employees based on the analysis</li></ul>
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### Grouping the ideas

#### 1)Data collection

- Collection of Data from various sources
- Segregating the available data
- testing the reliability of data
- Testing the correctness of the Data
- Checking the Credibility of the Data
- Incorporating Past survey results with our available data
- Joining more datasets and forming a single reliable dataset
- Testing the correctness of the Data

#### 2)Manual Insights

- Inferring the reason for attrition manually
- Finding out Real world causes for Attrition
- Understanding what makes employees unhappy

#### 3)Analytics

- Performing Analytics using various methods
- choosing best algorithm for analysis
- Finding out the results of past surveys
- Finding out the impact percent of each factor
- Comparing the Results got with the previous results

#### 4)Factors

- Incorporating impactful factors for attrition such as inflation
- Emotional Factors of Employees to be considered
- Finding out Real world causes for Attrition
- Time, Work Patterns and Changing lifestyle influencing employee attrition
- Understanding what makes employees unhappy

## **Brainstorming and Ideation**

- Influencing Factors are segregated and re-checked

### **5)Insights**

- Information Extraction from Employees' Statements
- Formulate solutions for lowering attrition
- Inferring the insights
- Representing the Data in form of Dashboards
- Building a custom employee retention model
- Comparing the Results got with the previous results
- Deriving outcomes and preventive measures to lower attrition
- Using data to predict attrition risks
- find the root cause of the problem and predict when employee leave
- Providing solutions for retaining employees based on the analysis
- Providing insights based on various conditions