

CORPORATE EMPLOYEE ATTRITION ANALYTICS

Submitted by

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TEAM ID - PNT2022TMID08920

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1. INTRODUCTION

For our IBM Project, we chose Data Analytics as our domain, for the Nalaiya Thiran initiative. Our topic is Corporate Employee Attrition Analytics

Attrition rate is the rate at which employees leave an organization divided by the average number of employees at the organization over a given period of time.

Attrition refers to the reduction of strength or effectiveness in an organisation, i.e., employees suddenly resigning from the post due to their own reasons, which leads to the organisation not being able to complete their due work timely. In a sense, it represents the lack of competency in a company to retain their employees when necessary.

a. PROJECT OVERVIEW

- i. To identify and retain experienced, talented and interested employees
- ii. Understanding employee's interest or lack thereof in order to provide them deserving raise and incentives for further progress
- iii. Refers to the techniques implemented by the management to help the employees stay with the organisation for a longer period

b. PURPOSE

The purpose of our project is to help organisations to retain their employees within, and provide them with

solutions which offer proper incentives for the employees to work committedly even further.

2.LITERATURE SURVEY

a. EXISTING PROBLEM

More along the lines of prediction, based on past behaviour and choices, probably effecting the organisation as well

b. REFERENCES

- i. <https://www.aihr.com/blog/employee-attribution/>
- ii. <http://www.zenworkplace.com/2014/07/01/cost-employee-turnover/>
- iii. <http://www.compensationforce.com/2016/04/20/15-turnover-rates-by-industry.html>
- iv. <http://www.shrm.org/Research/SurveyFindings/Documents>

C.PROBLEM STATEMENT DEFINITION

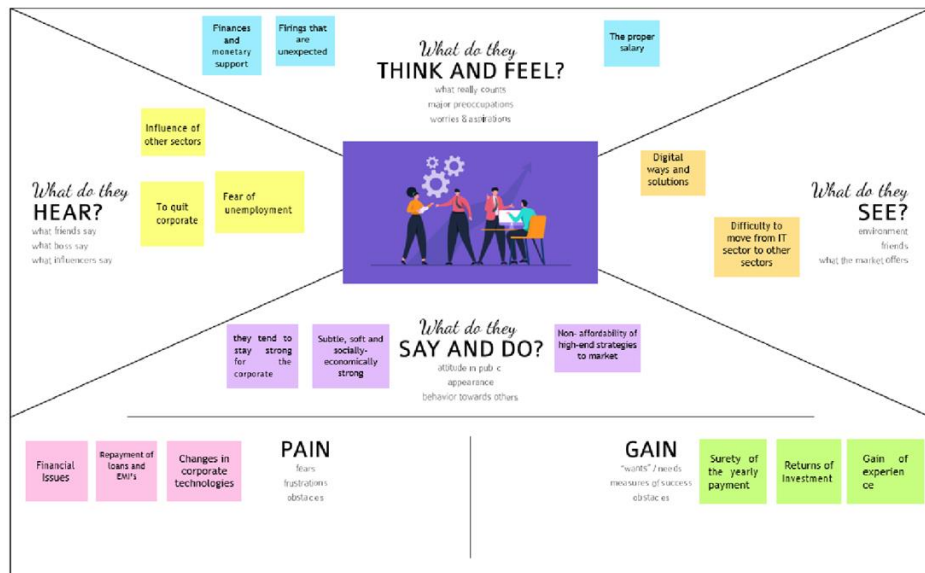
Team ID: PNT2022TMID08920			Project Design Phase-I - Solution Fit Template			Project Title: Corporate Employee Attrition Analytics		
Define CS, fit into CC	1. CUSTOMER SEGMENT(S) Corporate companies Employees	6. CUSTOMER CONSTRAINTS Spending capital, resource limitations, and insufficient technology	5. AVAILABLE SOLUTIONS A dashboard to track the reasons as why people leave their works and to provide with advice on dealing with various attrition Issues in the companies as per their difficulties	Explore AS, different		Focus on JSP, tap into BE, understand RC		
	2. JOBSTO-BE-DONE / PROBLEMS Creating a supervised machine learning model using algorithms to Identify the cause of employee attrition based on the following factors. work satisfaction, efforts, and the communication between company and Employees are some factors.	9. PROBLEM ROOT CAUSE Because the time period is so long to manually analyses the causes in the employee attrition by their work This leads to the loss of human resources And other resources Significant human effort is needed.	7. BEHAVIOUR The algorithm acts in a way that can reduce the time and effort needed by humans to manually compile and predict the causes of employee attrition. Additionally, it draws attention to the key specifications that contribute to employee attrition for the primary clients, the Corporate employees of other departments					

3.IDEATION & PROPOSED SOLUTION

a. Empathy Map Canvas

Ideation Phase Empathize & Discover

Date	16 November 2022
Team ID	PNT2022TMID08920
Project Name	Project - Corporate Employee Attrition Analytics
Maximum Marks	4 Marks



b. Ideation & Brainstorming

Brainstorm & idea prioritization

Use this template to put your ideas on paper, and then to prioritize them. The template is divided into two main sections: Brainstorm and Prioritize.

Brainstorm

- 1. Write down your ideas.
- 2. Group your ideas into categories.
- 3. Prioritize your ideas.

Prioritize

- 1. Write down your ideas.
- 2. Group your ideas into categories.
- 3. Prioritize your ideas.

Before you collaborate

1. Write down your ideas.

2. Group your ideas into categories.

3. Prioritize your ideas.

Define your mission, vision, and values

1. Write down your ideas.

2. Group your ideas into categories.

3. Prioritize your ideas.

Brainstorm

1. Write down your ideas.

2. Group your ideas into categories.

3. Prioritize your ideas.

Prioritize

1. Write down your ideas.

2. Group your ideas into categories.

3. Prioritize your ideas.

After you collaborate

1. Write down your ideas.

2. Group your ideas into categories.

3. Prioritize your ideas.

C. Proposed Solution

Project Design Phase-1 Proposed Solution Template

Date	17-102022
Team ID	PNT2022TMID06920
Project Name	Corporate Employee Attrition Analytics
Maximum Marks	2 Marks

Proposed Solution Template:

S.NO	PARAMETER	DESCRIPTION
1.	Problem Statement (Problem to be solved)	<p>Employee turnover is now a significant problem for a company's competitive advantage. The most crucial component of every corporation is its workforce. Successful employees meet deadlines, generate revenue, and enhance the brand through satisfying encounters with clients. The cost of finding, hiring, and training new employees is very high. It is more economical for a corporation to retain its current workforce. To keep its staff for a longer term, a business must maintain a pleasant working environment. It was done manually a few years ago, but now we live in the age of machine learning and data analytics. The hr department of a corporation now makes use of a data analytics tool to determine which processes need to be changed in order to keep the majority of its personnel.</p>
2.	Idea / Solution description	<p>The proposed system is being implemented using machine learning, one of the applications of artificial intelligence, as a solution to the issue. Based on employee happiness, the workplace environment, and other factors, the employee attrition analysis system will forecast the attrition rate. Finding an employee's mood is a difficult process. Identifying daily mood recognition, emotion detection, the surroundings, the need for a hike, employee contentment, employee contribution, and job development are other crucial factors. This predictor has been presented as a solution to all of these problems.</p>

D.PROBLEM SOLUTION FIT

Problem Statement 1



Problem Statement 2



Problem Statement 3



Problem Statement 4



4.REQUIREMENT ANALYSIS

a. FUNCTIONAL REQUIREMENTS AND

b. NON-FUNCTIONAL REQUIREMENTS

Project Design Phase-II Solution Requirements (Functional & Non-functional)

Corporate Employee Attrition Analysis- PNT2022TMID08920

Functional Requirements:

Following are the functional requirements of the proposed solution.

FR No.	Functional Requirement (Epic)	Sub Requirement (Story / Sub-Task)
FR-1	User Registration	By Utilizing a Form for the Registration
FR-2	User Confirmation	Confirmation by Email
FR-3	User Authentication	verify the user's attempt to log in using their database
FR-4	Retention analysis	Analysis of employee attrition based on sentiment, the work location, daily contributions, etc.
FR-5	Employee management	maintaining and verifying the databases about enrolled employees.
FR-6	Progress management	Adding the progress of each and every employee to the company.
FR-7	Predict button	<div>All of the codes required to anticipate our results are contained in the predict route, which is used for prediction of the record. First, the launch function includes the following items: collecting and storing our input from the database.<ul style="list-style-type: none">• Choose the attributes required for prediction• Model creation based on progress• predicting our result as outcome• Use the dashboard to display the findings of the progress• Finally run the application.</div>

Non-functional Requirements:

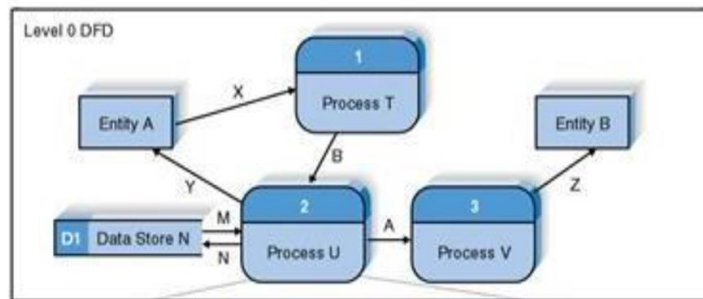
Following are the non-functional requirements of the proposed solution.

FR No.	Non-Functional Requirement	Description
NFR-1	Usability	All users should be able to use it in simple and require few instructions when using this software. The graphicaluser interface (GUI) languages must all be user- friendly for all and it should also be simple enough for non-technical users to understand.
NFR-2	Security	The system user should be given the assurance that their account information is secured. In order to prevent cross-site request forgery, the system will offer security .Better security should be made

NFR-3	Reliability	In all circumstances, the software must be available for use. Less error-prone design must be used in the system process.
NFR-4	Performance	The system's efficiency must support the system's Excellence to the highest.
NFR-5	Extensibility	The software must be extendable to accommodate new features and upgrades in the Future based on the technology.
NFR-6	Portability	The software must run on every operating system. As a result, this software shouldn't be dependent on various operating systems of the application.
NFR-7	Scalability	An increase in workload must be supported by the system without performance degradation of the company.

5.PROJECT DESIGN

a. DATA FLOW DIAGRAMS



Project Design Phase-II
User Stories
Corporate Employee Attrition Analysis

User Stories

Use the below template to list all the user stories for the product.

User Type	Functional Requirement (Epic)	User Story Number	User Story / Task	Acceptance criteria	Priority	Release
Employees	Registration	USN-1	Employees can apply to join the company by filling out a form and receiving email authentication process.	I can access my account / dashboard in the device	High	Sprint-1

b. SOLUTION & TECHNICAL ARCHITECTURE

SOLUTION ARCHITECTURE:

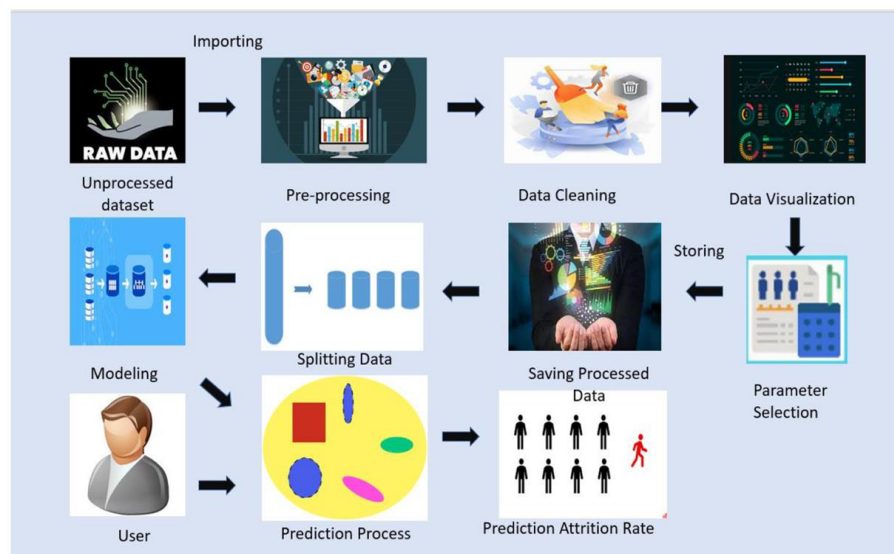
- i. Solution architecture is a complex process– with many sub-processes – that bridges the gap between business problems and technology solutions. Its goals in this project are:
- ii. The architecture is composed of two networks: a user interface and a model phase.
- iii. The user interface is responsible to feature selection and through this the user can interact and get information through this rainfall prediction window.
- iv. In the model user input are get into algorithm and predict the output with the help of data pre-processing process with the help of dataset provided in the application.

Project Design Phase – I

Solution Architecture

Date	17/10/2022
Team ID	PNT2022TMID08920
Project Title	Corporate Employee Attrition Analysis

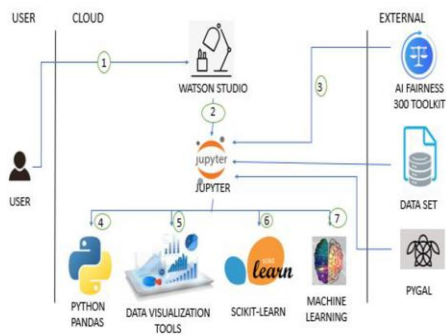
Solution Architecture



TECHNICAL ARCHITECTURE:

Project Design Phase-II Technology Stack (Architecture & Stack)

Date	03 October 2022
Team ID	PNT2022TMID08920
Project Name	Project – Corporate Employee Attrition Analytics
Max. Marks	4 Marks



C. USER STORIES

User Stories

Use the below template to list all the user stories for the product.

User Type	Functional Requirement (Epic)	User Story Number	User Story / Task	Acceptance criteria	Priority	Release
Employees	Registration	USN-1	Employees can apply to join the company by filling out a form and receiving email authentication process.	I can access my account / dashboard in the device	High	Sprint-1

		USN-2	Once I sign up for the application, I will receive a confirmation email as an employee in their device.	I can get a confirmation email and confirm it by the device itself	High	Sprint-1
		USN-3	I can sign up for the application using gmail as an employee for their need.	I can register & access the dashboard with gmail and password	Low	Sprint-1
		USN-4	I may sign up for the application through phone number as a worker for the process.	I can get a verification link through SMS on registered mobile Number for verification purposes	Medium	Sprint-1
	Login	USN-5	I can access the application as an employee by providing my email address and password from the database which they have filled.	I can enter the application	High	Sprint-2
	About	USN-6	I can select "About" to learn how to anticipate the attrition rate of employees based on attributes such as the workplace, employee attitudes, daily employee engagement, and job progress and also their various specifications in the job	I can get an idea about the project	Low	Sprint-2
	Launch	USN-7	I can upload numerous computer-analysed parameters as an HR in the company.	I can choose any employee ('s all attributes) from my device also as per the requirements	High	Sprint-2
	Predict	USN-8	I can predict using the predict button as an HR. Additionally, I can upload cloud-based employee retention criteria in csv format also.	On the dashboard, I can see the employee's parameters and attrition rate can be viewed. I can view the employee's parameters on the dashboard along with the attrition rate.	High	Sprint-3

User Type	Functional Requirement (Epic)	User Story Number	User Story / Task	Acceptance criteria	Priority	Release

6.PROJECT PLANNING & SCHEDULING

A. SPRINT PLANNING AND ESTIMATION

Project Planning Phase

Project Planning (Product Backlog, Sprint Planning, Stories, Story points)

Team ID	PNT2022TMI008920
Project Name	Corporate Employee Attrition Analysis
Maximum Marks	8 Marks

Product Backlog, Sprint Schedule, and Estimation (4 Marks)

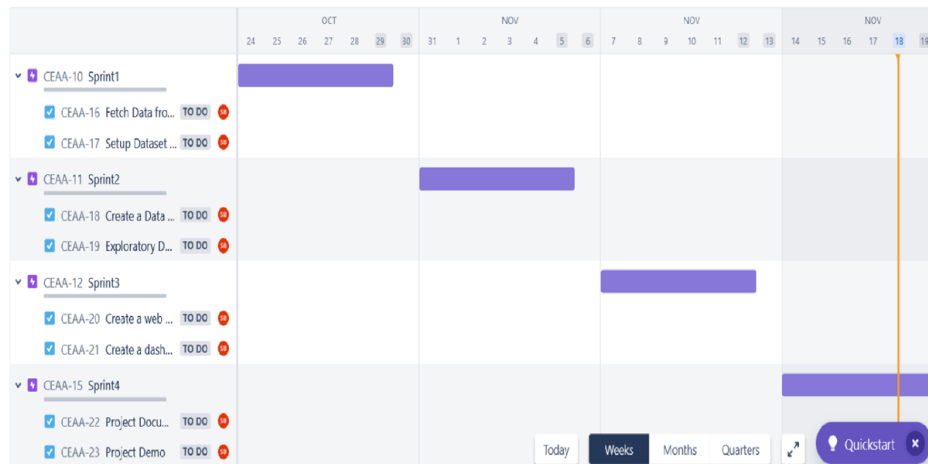
Sprint	Functional Requirement (Epic)	User Story Number	User Story / Task	Story Points	Priority	Team Members
Sprint-1	Data Preparation & Data Visualization	USN-1	As a user, I give the details of the employees working in my organization for the attrition detail	2	High	Mahasri M, Bavish V, Saravana theepiga G, Janarthanababu D
Sprint-1		USN-2	As an Analyst, I Prepare the data & provide meaningful insights through EDA in Cognos Analytics	3	High	Mahasri M, Bavish V, Saravana theepiga G, Janarthanababu D
Sprint-2	Dashboard	USN-3	As a user, I want to find connections between various visualization that leads to attrition	2	Low	Mahasri M, Bavish V, Saravana theepiga G, Janarthanababu D
Sprint-2		USN-4	As an Analyst, I will perform exploratory data analysis in Cognos Analytics to create an interactive dashboard	3	Medium	Mahasri M, Bavish V, Saravana theepiga G, Janarthanababu D
Sprint-3	Report	USN-5	As a user, I want Simpler limited number of visualizations that report a particular event	3	Medium	Mahasri M, Bavish V, Saravana theepiga G, Janarthanababu D
Sprint-3		USN-6	As an Analyst, I will use Cognos Analytics to generate a report	2	Medium	Mahasri M, Bavish V, Saravana theepiga G, Janarthanababu D
Sprint-4	Story	USN-7	As a user, I can only understand the Analysis in animated presentation of dataset	1	Medium	Mahasri M, Bavish V, Saravana theepiga G, Janarthanababu D
Sprint-4		USN-8	As an Analyst, I use Cognos Analytics to create an animated presentation (Story) of the dataset	2	High	Mahasri M, Bavish V, Saravana theepiga G, Janarthanababu D
Sprint-4		USN-9	I will create a website for the	3	High	Mahasri M, Bavish V, Saravana theepiga G, Janarthanababu Ds

B. SPRINT DELIVERY SCHEDULE

Project Tracker, Velocity & Burndown Chart: (4 Marks)

Sprint	Total Story Points	Duration	Sprint Start Date	Sprint End Date (Planned)	Story Points Completed (as on Planned End Date)	Sprint Release Date (Actual)
Sprint-1	3	6 Days	24 Oct 2022	29 Oct 2022	5	29 Oct 2022
Sprint-2	5	6 Days	31 Oct 2022	05 Nov 2022	5	05 Nov 2022
Sprint-3	5	6 Days	07 Nov 2022	12 Nov 2022	5	12 Nov 2022
Sprint-4	5	6 Days	14 Nov 2022	19 Nov 2022	5	15 Nov 2022

C.REPORTS FROM JIRA



7.CODING & SOLUTIONING

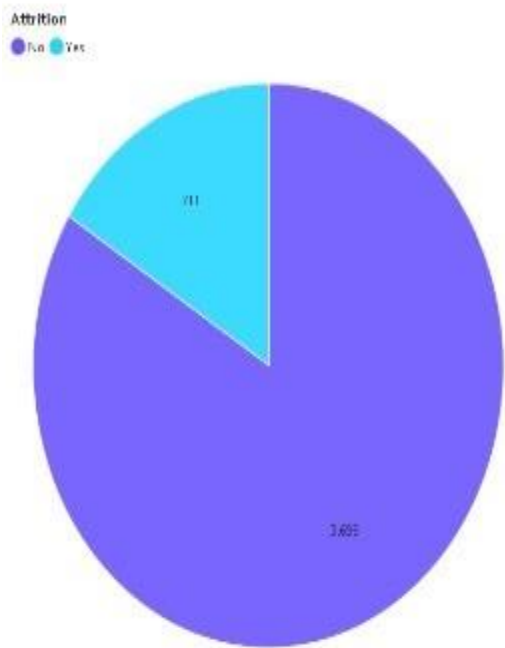
A. Feature 1



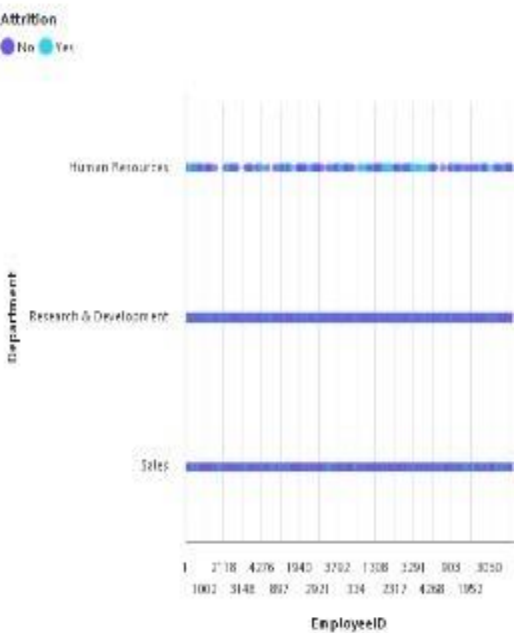
B. Feature 2

Attrition Report

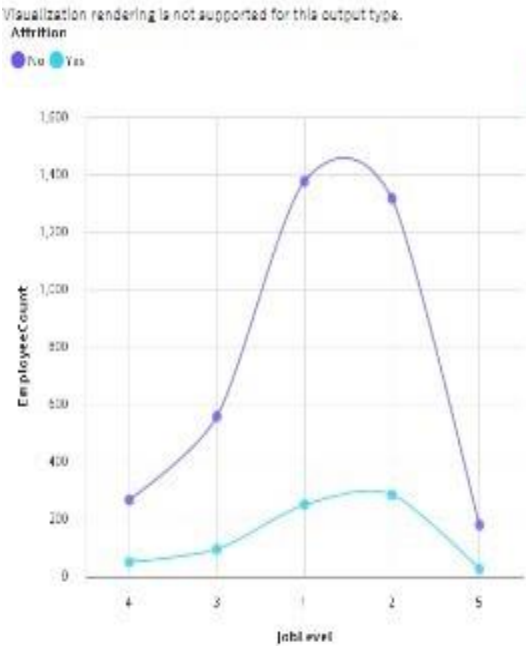
Attrition Employee Count



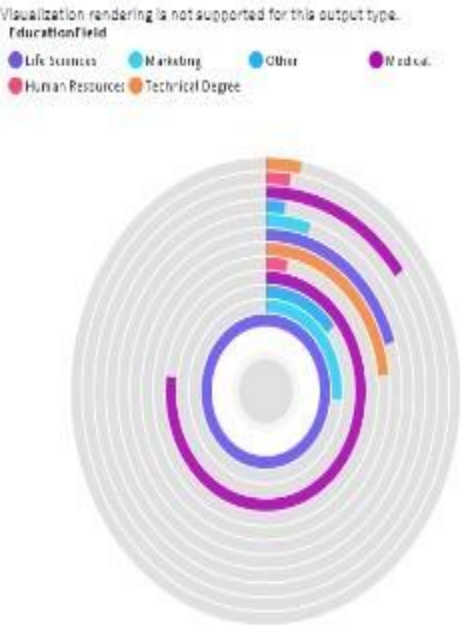
Department Wise Attrition



Attrition based on Job level



Attrition Respective to Education Field



c. Database Schema

The screenshot shows the IBM Db2 on Cloud web interface. The top navigation bar includes tabs for Load Data, Load History, Tables, Views, Indexes, Aliases, MQTs, Sequences, and Application objects. The main content area is divided into two panels: Schemas and Tables.

Schemas Panel:

Name	Type	Tables
RSW27482	User	3

Total: 1, selected: 1

Tables Panel:

Name	Schema	Properties
EMPSURVEY	RSW27482	...
GENERAL	RSW27482	...
MANAGERSURVEY	RSW27482	...

Total: 3, selected: 0

The bottom of the interface shows a Windows taskbar with various application icons and system information: 31°C, Haze, 13:47, 18-11-2022.

8.TESTING

	Test Scenario	Pre-Requisite	Steps To Execute	Test Data	Expected Result	Actual Result	Status	Comments	TC for Automation
5	Verify user is able to see the Login/Signup popup when user clicked on My account button	The user must have an account in cognos	1.Enter URL and click go 2.Click on My Account dropdown button 3.Verify login/Signup popup displayed or not	https://shopenzer.com/	Login/Signup popup should display	Working as expected	Pass	Integrated with cognos	No
6	Verify the UI elements in Login/Signup popup	The user needs to have an minimal understanding of UI features	1.Enter URL and click go 2.Click on My Account dropdown button 3.Verify login/Signup popup with below UI elements: a.email text box b.password text box c.Login button d.New customer? Create account link e.Last password? Recovery password link	https://shopenzer.com/	Application should show below UI elements: a.email text box b.password text box c.Login button with orange colour d.New customer? Create account link e.Last password? Recovery password link	Working as expected	Pass	Steps are ambiguous	No
7	Verify user is able to log into application with Valid credentials	Correct Login credentials	1.Enter URL(https://shopenzer.com/) and click go 2.Click on My Account dropdown button 3.Enter Valid username/email in Email text box	Username: chalam@gmail.com password: Testing123	User should navigate to user account homepage	Working as expected	Pass	Ease of access and navigation	No

Shopenzer Testcases Testscenarios +

Ready Accessibility: Investigate

9.RESULTS

A. Performance Metrics

S.No.	Parameter	Screenshot / Values
1.	Dashboard design	No of Visualizations / Graphs - 11
2.	Data Responsiveness	Dynamic Responses
3.	Amount Data to Rendered (DB2 Metrics)	Connect anonymously Schema = RSW27482 (3/3)
4.	Utilization of Data Filters	Attrition= no, exclusively for most cases
5.	Effective User Story	No of Scene Added - 3
6.	Descriptive Reports	No of Visualizations / Graphs - 4

10.Advantages & Disadvantages

Advantages

- i. Retaining of talented employees
- ii. Constant incentives lead to more productive work from employees
- iii. Much livelier work environments
- iv. Loyalty benefits

- v. Satisfied employees with improved work life balance
- vi. Provides accurate appraisal methods

Disadvantages

1. Dependency on third party analysts
2. Employee details privacy concern
3. Destructures the classic delegation of authority
4. Need for a cognos account

11.CONCLUSION

While employee attrition isn't necessarily a bad thing, you should do your best to monitor the pulse of your workplace to stop it in its tracks as early as you can. Similar to turnover, it's an important metric that tells a lot about your employer branding, hiring practices, and overall workplace culture.

12.FUTURE SCOPE

The ever enhancing, more visual and better representation of unstructured data. It could also be integrated into custom applications within individual organisation. As the use of such

techniques increases and more better solutions are identified, after a certain point, the underlying analysing pattern can even be automated.

13.APPENDIX

SOURCE CODE:

```
<!DOCTYPE html>
<html lang="en">

<head>
  <meta charset="utf-8">
  <meta content="width=device-width, initial-scale=1.0" name="viewport">

  <title>Attrition Cognos</title>
  <meta content="" name="description">
  <meta content="" name="keywords">

  <!-- Favicons -->
  <link href="assets/img/favicon.png" rel="icon">
  <link href="assets/img/apple-touch-icon.png" rel="apple-touch-icon">

  <!-- Google Fonts -->
  <link
href="https://fonts.googleapis.com/css?family=Open+Sans:300,300i,400,400i,600,600i,700,700i|Jost:300,300i,400,400i,500,500i,600,600i,700,700i|Poppins:300,300i,400,400i,500,500i,600,600i,700,700i" rel="stylesheet">

  <!-- Vendor CSS Files -->
  <link href="assets/vendor/aos/aos.css" rel="stylesheet">
  <link href="assets/vendor/bootstrap/css/bootstrap.min.css"
rel="stylesheet">
  <link href="assets/vendor/bootstrap-icons/bootstrap-icons.css"
rel="stylesheet">
  <link href="assets/vendor/boxicons/css/boxicons.min.css"
rel="stylesheet">
```

```
<link href="assets/vendor/glightbox/css/glightbox.min.css"
rel="stylesheet">
<link href="assets/vendor/remixicon/remixicon.css" rel="stylesheet">
<link href="assets/vendor/swiper/swiper-bundle.min.css"
rel="stylesheet">
```

```
<!-- Template Main CSS File -->
```

```
<link href="assets/css/style.css" rel="stylesheet">
```

```
</head>
```

```
<body>
```

```
<!-- ===== Header ===== -->
```

```
<header id="header" class="fixed-top ">
```

```
<div class="container d-flex align-items-center">
```

```
<h1 class="logo me-auto"><a href="index.html">ATTRITION
COGNOS</a></h1>
```

```
<!-- Uncomment below if you prefer to use an image logo -->
```

```
<!-- <a href="index.html" class="logo me-auto"></a>-->
```

```
<nav id="navbar" class="navbar">
```

```
<ul>
```

```
<li><a class="nav-link scrollto active" href="#hero">Home</a></li>
```

```
<li><a class="nav-link scrollto" href="#about">About</a></li>
```

```
<!-- <li><a class="nav-link scrollto" href="#services">Services</a></li>
```

```
-->
```

```
<!-- <li><a class="nav-link scrollto"
href="#portfolio">Portfolio</a></li> -->
```

```
<li><a class="nav-link scrollto" href="#team">Team</a></li>
```

```
<!-- <li class="dropdown"><a href="#"><span>Drop Down</span> <i
class="bi bi-chevron-down"></i></a>
```

```
<ul>
```

```
<li><a href="#">Drop Down 1</a></li>
```

```

        <li class="dropdown"><a href="#"><span>Deep Drop Down</span>
< i class="bi bi-chevron-right"></i></a>
        <ul>
            <li><a href="#">Deep Drop Down 1</a></li>
            <li><a href="#">Deep Drop Down 2</a></li>
            <li><a href="#">Deep Drop Down 3</a></li>
            <li><a href="#">Deep Drop Down 4</a></li>
            <li><a href="#">Deep Drop Down 5</a></li>
        </ul>
    </li>
    <li><a href="#">Drop Down 2</a></li>
    <li><a href="#">Drop Down 3</a></li>
    <li><a href="#">Drop Down 4</a></li>
</ul>
</li> -->
<li><a class="nav-link scrollTo" href="#contact">Contact</a></li>
<li><a class="getstarted scrollTo" href="#about">Get Started</a></li>
</ul>
< i class="bi bi-list mobile-nav-toggle"></i>
</nav><!-- .navbar -->

```

```

</div>
</header><!-- End Header -->

```

```

<!-- ===== Hero Section ===== -->
<section id="hero" class="d-flex align-items-center">

```

```

    <div class="container">
        <div class="row">
            <div class="col-lg-6 d-flex flex-column justify-content-center pt-4 pt-lg-0
order-2 order-lg-1" data-aos="fade-up" data-aos-delay="200">
                <h1>Better Solutions For Your Enterprises</h1>
                <!-- <h2>We are team of talented designers making websites with
Bootstrap</h2>-->
                <div class="d-flex justify-content-center justify-content-lg-start">
                    <a href="#about" class="btn-get-started scrollTo">Get Started</a>

```



```
        <a href="https://www.youtube.com/watch?v=jDDaplaOz7Q"
class="lightbox btn-watch-video"><i class="bi bi-play-
circle"></i><span>Watch Video</span></a>
        &nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;<a href="https://github.com/IBM-
EPBL/IBM-Project-32334-1660209274" target="_blank"></a>
        </div>
    </div>
    <div class="col-lg-6 order-1 order-lg-2 hero-img" data-aos="zoom-in"
data-aos-delay="200">
        
    </div>
</div>
</div>
```

```
</section><!-- End Hero -->
```

```
<main id="main">
```

```
<!-- ===== Clients Section ===== -->
<section id="clients" class="clients section-bg">
    <div class="container">

        <!--<div class="row" data-aos="zoom-in">
            <div class="col-lg-2 col-md-4 col-6 d-flex align-items-center justify-
content-center">
                
            </div>
            <div class="col-lg-2 col-md-4 col-6 d-flex align-items-center justify-
content-center">
                
            </div>
            <div class="col-lg-2 col-md-4 col-6 d-flex align-items-center justify-
content-center">
                
            </div>
```

```
<div class="col-lg-2 col-md-4 col-6 d-flex align-items-center justify-
content-center">
  
</div>
<div class="col-lg-2 col-md-4 col-6 d-flex align-items-center justify-
content-center">
  
</div>
<div class="col-lg-2 col-md-4 col-6 d-flex align-items-center justify-
content-center">
  
</div>
</div>-->
```

```
</div>
```

```
</section><!-- End Cliens Section -->
```

```
<!-- ===== About Us Section ===== -->
```

```
<section id="about" class="about">
```

```
<div class="container" data-aos="fade-up">
```

```
<div class="section-title">
```

```
<h2>About</h2>
```

```
</div>
```

<h5>The key to success in any organization is attracting and retaining top talent. As an HR analyst one of the key task is to determine which factors keep employees at the company and which prompt others to leave. Given in the data is a set of data points on the employees who are either currently working within the company or have resigned. The objective is to identify and improve these factors to prevent loss of good people.</h5>

```
<!-- <div class="row content">
```

```
<div class="col-lg-6">
```

```
<p>
```

```
<h3>Team Members</h3>
```

```
</p>
```

```

        <ul>
          <li><i class="ri-check-double-line"></i> Mahasri M (Lead)</li>
          <li><i class="ri-check-double-line"></i> Saravana theepiga G</li>
          <li><i class="ri-check-double-line"></i> Bavish V</li>
          <li><i class="ri-check-double-line"></i> Janarthanababu D</li>
        </ul>
      </div>
      <div class="col-lg-6 pt-4 pt-lg-0">
        <p>
          <h3>Dr Mahalingam College of Engineering and
Technology</h3><br>
          Final Year Students
        </p>
        <a href="#" class="btn-learn-more">Learn More</a>
      </div>-->

    </div>
  </section><!-- End About Us Section -->

  <!-- ===== Why Us Section ===== -->
  <!-- <section id="why-us" class="why-us section-bg">
    <div class="container-fluid" data-aos="fade-up">
      <div class="row">
        <div class="col-lg-7 d-flex flex-column justify-content-center align-
items-stretch order-2 order-lg-1">
          <iframe
src="https://us3.ca.analytics.ibm.com/bi/?perspective=dashboard&pa
thRef=.my_folders%2FDashboard%2FEmployee%2BAttrition%2BDashboard
&closeWindowOnLastView=true&ui_appbar=false&ui_navbar
=false&shareMode=embedded&action=view&mode=dashbo
ard&subView=model000001841893cffb_00000000" margin="20%"
width="100%" height="200%" frameborder="0" gesture="media"
allow="encrypted-media" allowfullscreen=""></iframe>
          <div class="content">
            <h3>Eum ipsam laborum deleniti <strong>velit pariat
ur architecto
aut nihil</strong></h3>
            <p>

```

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Duis aute irure dolor in reprehenderit

</p>

</div>

<div class="accordion-list">

<a data-bs-toggle="collapse" class="collapse" data-bs-target="#accordion-list-1">01 Non consectetur a erat nam at lectus urna duis? <i class="bx bx-chevron-down icon-show"></i><i class="bx bx-chevron-up icon-close"></i>

<div id="accordion-list-1" class="collapse show" data-bs-parent=".accordion-list">

<p>

Feugiat pretium nibh ipsum consequat. Tempus iaculis urna id volutpat lacus laoreet non curabitur gravida. Venenatis lectus magna fringilla urna porttitor rhoncus dolor purus non.

</p>

</div>

<a data-bs-toggle="collapse" data-bs-target="#accordion-list-2" class="collapsed">02 Feugiat scelerisque varius morbi enim nunc? <i class="bx bx-chevron-down icon-show"></i><i class="bx bx-chevron-up icon-close"></i>

<div id="accordion-list-2" class="collapse" data-bs-parent=".accordion-list">

<p>

Dolor sit amet consectetur adipiscing elit pellentesque habitant morbi. Id interdum velit laoreet id donec ultrices. Fringilla phasellus faucibus scelerisque eleifend donec pretium. Est pellentesque elit ullamcorper dignissim. Mauris ultrices eros in cursus turpis massa tincidunt dui.

</p>

</div>


```
<a data-bs-toggle="collapse" data-bs-target="#accordion-list-3"
class="collapsed"><span>03</span> Dolor sit amet consectetur adipiscing
elit? <i class="bx bx-chevron-down icon-show"></i><i class="bx bx-chevron-
up icon-close"></i></a>
```

```
<div id="accordion-list-3" class="collapse" data-bs-
parent=".accordion-list">
```

```
<p>
```

Eleifend mi in nulla posuere sollicitudin aliquam ultrices sagittis orci. Faucibus pulvinar elementum integer enim. Sem nulla pharetra diam sit amet nisl suscipit. Rutrum tellus pellentesque eu tincidunt. Lectus urna dui convallis convallis tellus. Urna molestie at elementum eu facilisis sed odio morbi quis

```
</p>
```

```
</div>
```

```
</li>
```

```
</ul>
```

```
</div>
```

```
</div>
```

```
<div class="col-lg-5 align-items-stretch order-1 order-lg-2 img"
style='background-image: url("assets/img/why-us.png");' data-aos="zoom-
in" data-aos-delay="150">&nbsp;</div>
```

```
</div>
```

```
</div>
```

```
</section><!-- End Why Us Section -->
```

```
<section id="why-us" class="why-us section-bg">
```

```
<div class="container-fluid" data-aos="fade-up">
```

```
<style>
```

```
h2{
```

```
text-align: center;
```

```
color: #37517E;
```

```
}
```

```
</style>
```

```
<h2>Attrition Dashbord</h2>
```

```
<div class="container" data-aos="fade-up"></div>
```

```
<iframe
```

```
src="https://us3.ca.analytics.ibm.com/bi/?perspective=dashboard&pa
```

thRef=.my_folders%2FDashboard%2FEmployee%2BAttrition%2BDashboard
&closeWindowOnLastView=true&ui_appbar=false&ui_navbar
=false&shareMode=embedded&action=view&mode=dashbo
ard&subView=model000001841893cffb_00000000" width="1500"
height="1000" frameborder="0" gesture="media" allow="encrypted-media"
allowfullscreen=""></iframe>

<div class="row">

<!-- ===== Skills Section ===== -->

<section id="skills" class="skills">

<div class="container" data-aos="fade-up">

<div class="row">

<div class="col-lg-6 d-flex align-items-center" data-aos="fade-right"
data-aos-delay="100">

</div>

<div class="col-lg-6 pt-4 pt-lg-0 content" data-aos="fade-left" data-aos-
delay="100">

<h3>Technologies Used</h3>

<!-- <p class="fst-italic">

 Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do
 eiusmod tempor incididunt ut labore et dolore
 magna aliqua.

</p>-->

<div class="skills-content">

<div class="progress">

HTML <i class="val">60%</i>

<div class="progress-bar-wrap">

<div class="progress-bar" role="progressbar" aria-valuenow="60"
aria-valuemin="0" aria-valuemax="100"></div>

</div>

</div>

<div class="progress">

```

        <span class="skill">CSS <i class="val">50%</i></span>
        <div class="progress-bar-wrap">
            <div class="progress-bar" role="progressbar" aria-valuenow="50"
aria-valuemin="0" aria-valuemax="100"></div>
        </div>
    </div>

```

```

    <div class="progress">
        <span class="skill">JavaScript <i class="val">30</i></span>
        <div class="progress-bar-wrap">
            <div class="progress-bar" role="progressbar" aria-valuenow="30"
aria-valuemin="0" aria-valuemax="100"></div>
        </div>
    </div>

```

```

    <div class="progress">
        <span class="skill">Cognos Analytics <i
class="val">100%</i></span>
        <div class="progress-bar-wrap">
            <div class="progress-bar" role="progressbar" aria-
valuenow="100" aria-valuemin="0" aria-valuemax="100"></div>
        </div>
    </div>

```

```

</div>

```

```

</div>

```

```

</div>

```

```

</div>

```

```

</section><!-- End Skills Section -->

```

```

===== Team Section ===== -->

```

```

<section id="team" class="team section-bg">
    <div class="container" data-aos="fade-up">

```

```
<div class="section-title">
  <h2>Team</h2>
  <p>Magnam dolores commodi suscipit. Necessitatibus eius
consequatur ex aliquid fuga eum quidem. Sit sint consectetur velit.
Quisquam quos quisquam cupiditate. Et nemo qui impedit suscipit alias ea.
Quia fugiat sit in iste officiis commodi quidem hic quas.</p>
</div>
```

```
<div class="row">

  <div class="col-lg-6">
    <div class="member d-flex align-items-start" data-aos="zoom-in"
data-aos-delay="100">
      <div class="pic"></div>
      <div class="member-info">
        <h4>Mahasri M</h4>
        <span>Team Head</span>
        <!-- <p>Explicabo voluptatem mollitia et repellat qui dolorum
quasi</p>-->
        <div class="social">
          <a href=""><i class="ri-twitter-fill"></i></a>
          <a href=""><i class="ri-facebook-fill"></i></a>
          <a href=""><i class="ri-instagram-fill"></i></a>
          <a href=""><i class="ri-linkedin-box-fill"></i> </a>
        </div>
      </div>
    </div>
  </div>
</div>
```

```
<div class="col-lg-6 mt-4 mt-lg-0">
  <div class="member d-flex align-items-start" data-aos="zoom-in"
data-aos-delay="200">
    <div class="pic"></div>
    <div class="member-info">
      <h4>Bavish V</h4>
      <span>Team Member</span>
    </div>
  </div>
</div>
```


<!--<p>Aut maiores voluptates amet et quis praesentium qui senda
para</p> -->

```
<div class="social">
  <a href=""><i class="ri-twitter-fill"></i></a>
  <a href=""><i class="ri-facebook-fill"></i></a>
  <a href=""><i class="ri-instagram-fill"></i></a>
  <a href=""> <i class="ri-linkedin-box-fill"></i> </a>
</div>
</div>
</div>
</div>
```

```
<div class="col-lg-6 mt-4">
  <div class="member d-flex align-items-start" data-aos="zoom-in"
data-aos-delay="300">
    <div class="pic"></div>
    <div class="member-info">
      <h4>Saravana theepiga G</h4>
      <span>Team Member</span>
      <!-- <p>Quisquam facilis cum velit laborum corrupti fuga rerum
quia</p> -->
```

```
    <div class="social">
      <a href=""><i class="ri-twitter-fill"></i></a>
      <a href=""><i class="ri-facebook-fill"></i></a>
      <a href=""><i class="ri-instagram-fill"></i></a>
      <a href=""> <i class="ri-linkedin-box-fill"></i> </a>
    </div>
  </div>
</div>
</div>
```

```
<div class="col-lg-6 mt-4">
  <div class="member d-flex align-items-start" data-aos="zoom-in"
data-aos-delay="400">
    <div class="pic"></div>
    <div class="member-info">
```

```

<h4>Janarthanababu D</h4>
<span>Team Member</span>
<!-- <p>Dolorum tempora officiis odit laborum officiis et et
accusamus</p> -->
<div class="social">
  <a href=""><i class="ri-twitter-fill"></i></a>
  <a href=""><i class="ri-facebook-fill"></i></a>
  <a href=""><i class="ri-instagram-fill"></i></a>
  <a href=""> <i class="ri-linkedin-box-fill"></i> </a>
</div>
</div>
</div>
</div>
</div>
</section><!-- End Team Section -->

```

```

<h2>Attrition Stories</h2>
<iframe
src="https://us3.ca.analytics.ibm.com/bi/?perspective=story&pathRef
=.my_folders%2FStory%2FAttrition%2BStory&closeWindowOnLastView
=true&ui_appbar=false&ui_navbar=false&shareMode=emb
edded&action=view&sceneId=model0000018422b863e1_000000
00&sceneTime=0" width="1000" height="1000" frameborder="0"
gesture="media" allow="encrypted-media" allowfullscreen=""></iframe>

```

```

<!-- ===== Frequently Asked Questions Section ===== -->
<section id="faq" class="faq section-bg">
  <div class="container" data-aos="fade-up">

    <div class="section-title">
      <h2>Frequently Asked Questions</h2>

```

<p>Magnam dolores commodi suscipit. Necessitatibus eius consequatur ex aliquid fuga eum quidem. Sit sint consectetur velit. Quisquam quos quisquam cupiditate. Et nemo qui impedit suscipit alias ea. Quia fugiat sit in iste officiis commodi quidem hic quas.</p>
</div>

<div class="faq-list">

 <li data-aos="fade-up" data-aos-delay="100">
 <i class="bx bx-help-circle icon-help"></i> <a data-bs-toggle="collapse" class="collapse" data-bs-target="#faq-list-1">What are the existing solutions? <i class="bx bx-chevron-down icon-show"></i><i class="bx bx-chevron-up icon-close"></i>
 <div id="faq-list-1" class="collapse show" data-bs-parent=".faq-list">
 <p>
 More along the lines of prediction, based on past behaviour and choices, probably effecting the organisation as well
 </p>
 </div>

<li data-aos="fade-up" data-aos-delay="200">
 <i class="bx bx-help-circle icon-help"></i> <a data-bs-toggle="collapse" data-bs-target="#faq-list-2" class="collapsed">What is the proposed solution? <i class="bx bx-chevron-down icon-show"></i><i class="bx bx-chevron-up icon-close"></i>
 <div id="faq-list-2" class="collapse" data-bs-parent=".faq-list">
 <p>
 Identifying employees interest or lack of thereof inorder to provide them deserving raise and incentives for further improvement
 </p>
 </div>

<li data-aos="fade-up" data-aos-delay="300">
 <i class="bx bx-help-circle icon-help"></i> <a data-bs-toggle="collapse" data-bs-target="#faq-list-3" class="collapsed">How does

this differ from existing ones?*<i class="bx bx-chevron-down icon-show"></i><i class="bx bx-chevron-up icon-close"></i>*

<div id="faq-list-3" class="collapse" data-bs-parent=".faq-list">

<p>

We don't exactly dwell on predictive algorithms, but rather take the employees current behavior and performance

</p>

</div>

**

<li data-aos="fade-up" data-aos-delay="400">

<i class="bx bx-help-circle icon-help"></i> <a data-bs-toggle="collapse" data-bs-target="#faq-list-4" class="collapsed">How is this going to benefit an enterprise?<i class="bx bx-chevron-down icon-show"></i><i class="bx bx-chevron-up icon-close"></i>

<div id="faq-list-4" class="collapse" data-bs-parent=".faq-list">

<p>

Retaining experienced and talented employees provides faster and productive solutions

</p>

</div>

**

<li data-aos="fade-up" data-aos-delay="500">

<i class="bx bx-help-circle icon-help"></i> <a data-bs-toggle="collapse" data-bs-target="#faq-list-5" class="collapsed">What are the performance metrics to be considered? <i class="bx bx-chevron-down icon-show"></i><i class="bx bx-chevron-up icon-close"></i>

<div id="faq-list-5" class="collapse" data-bs-parent=".faq-list">

<p>

Environmental satisfaction,

Worklife balance,

Ability and interest of employees.

</p>

</div>

**

**

</div>

</div>

</section><!-- End Frequently Asked Questions Section -->

<!-- ===== Contact Section ===== -->

<section id="contact" class="contact">

<div class="container" data-aos="fade-up">

<div class="section-title">

<h2>Contact</h2>

</div>

<div class="row">

<div class="col-lg-5 d-flex align-items-stretch">

<div class="info">

<div class="address">

<i class="bi bi-geo-alt"></i>

<h4>Location:</h4>

<p>Pollachi, Tamil Nadu, India</p>

</div>

<div class="email">

<i class="bi bi-envelope"></i>

<h4>Email:</h4>

<p>mahatamilnadu123@gmail.com</p>

</div>

<div class="phone">

<i class="bi bi-phone"></i>

<h4>Call:</h4>

<p>+91 9940704079</p>

</div>

<iframe

src="https://www.google.com/maps/embed?pb=!1m18!1m12!1m3!1d125406.10799859573!2d78.61898698570937!3d10.815836759161419!2m3!1f0

!2f0!3f0!3m2!1i1024!2i768!4f13.1!3m3!1m2!1s0x3baaf50ff2aecdad%3A0x6de02c3bedbbaea6!2sCoimbatore%2C%20Tamil%20Nadu!5e0!3m2!1sen!2sin!4v1668669149973!5m2!1sen!2sin" width="600" height="450" style="border:0;" allowfullscreen="" loading="lazy" referrerpolicy="no-referrer-when-downgrade">

</iframe>

</div>

</div>

```
<div class="col-lg-7 mt-5 mt-lg-0 d-flex align-items-stretch">
  <form action="forms/contact.php" method="post" role="form"
class="php-email-form">
    <div class="row">
      <div class="form-group col-md-6">
        <label for="name">Your Name</label>
        <input type="text" name="name" class="form-control" id="name"
required>
      </div>
      <div class="form-group col-md-6">
        <label for="name">Your Email</label>
        <input type="email" class="form-control" name="email" id="email"
required>
      </div>
    </div>
    <div class="form-group">
      <label for="name">Subject</label>
      <input type="text" class="form-control" name="subject"
id="subject" required>
    </div>
    <div class="form-group">
      <label for="name">Message</label>
      <textarea class="form-control" name="message" rows="10"
required></textarea>
    </div>
    <div class="my-3">
      <div class="loading">Loading</div>
      <div class="error-message"></div>
```

```
        <div class="sent-message">Your message has been sent. Thank  
you!</div>
```

```
    </div>
```

```
        <div class="text-center"><button type="submit">Send  
Message</button></div>
```

```
    </form>
```

```
</div>
```

```
</div>
```

```
</div>
```

```
</section><!-- End Contact Section -->
```

```
</main><!-- End #main -->
```

```
<!-- ===== Footer =====>
```

```
<footer id="footer">
```

```
    <div class="footer-newsletter">
```

```
        <div class="container">
```

```
            <div class="row justify-content-center">
```

```
                <div class="col-lg-6">
```

```
                    <h4>Join Our Newsletter</h4>
```

```
                    <p>Tamen quem nulla quae legam multos aute sint culpa legam  
noster magna</p>
```

```
                    <form action="" method="post">
```

```
                        <input type="email" name="email"><input type="submit"  
value="Subscribe">
```

```
                    </form>
```

```
                </div>
```

```
            </div>
```

```
        </div>
```

```
    </div> -->
```

```
<div class="footer-top">
```

```
    <div class="container">
```

```
        <div class="row">
```

```
            <!-- <div class="col-lg-3 col-md-6 footer-contact">
```

```
</div>
<div class="col-lg-3 col-md-6 footer-links">
  <h4>Useful Links</h4>
  <ul>
    <li><i class="bx bx-chevron-right"></i> <a href="#">Home</a></li>
    <li><i class="bx bx-chevron-right"></i> <a href="#">About
us</a></li>
    <li><i class="bx bx-chevron-right"></i> <a
href="#">Services</a></li>
    <li><i class="bx bx-chevron-right"></i> <a href="#">Terms of
service</a></li>
    <li><i class="bx bx-chevron-right"></i> <a href="#">Privacy
policy</a></li>
  </ul>
</div>
<div class="col-lg-3 col-md-6 footer-links">
  <h4>Our Services</h4>
  <ul>
    <li><i class="bx bx-chevron-right"></i> <a href="#">Web
Design</a></li>
    <li><i class="bx bx-chevron-right"></i> <a href="#">Web
Development</a></li>
    <li><i class="bx bx-chevron-right"></i> <a href="#">Product
Management</a></li>
    <li><i class="bx bx-chevron-right"></i> <a
href="#">Marketing</a></li>
    <li><i class="bx bx-chevron-right"></i> <a href="#">Graphic
Design</a></li>
  </ul>
</div> -->
```

```
<div class="col-lg-3 col-md-6 footer-links">
  <h4>Our Social Networks</h4>
  <p>Feel free to contact </p>
  <div class="social-links mt-3">
    <a href="#" class="twitter"><i class="bx bxl-twitter"></i></a>
```



```

        <a href="#" class="facebook"><i class="bx bxl-facebook"></i></a>
        <a href="#" class="instagram"><i class="bx bxl-instagram"></i></a>
        <a href="#" class="google-plus"><i class="bx bxl-skype"></i></a>
        <a href="#" class="linkedin"><i class="bx bxl-linkedin"></i></a>
    </div>
</div>

</div>
</div>
</div>

<div class="container footer-bottom clearfix">
    <div class="copyright">
        &copy; Copyright <strong><span>Attrition Cognos</span></strong>.
All Rights Reserved
    </div>
    <div class="credits">
    </div>
</div>

</footer><!-- End Footer -->

<div id="preloader"></div>
<a href="#" class="back-to-top d-flex align-items-center justify-content-
center"><i class="bi bi-arrow-up-short"></i></a>

<!-- Vendor JS Files -->
<script src="assets/vendor/aos/aos.js"></script>
<script
src="assets/vendor/bootstrap/js/bootstrap.bundle.min.js"></script>
<script src="assets/vendor/glightbox/js/glightbox.min.js"></script>
<script src="assets/vendor/isotope-layout/isotope.pkgd.min.js"></script>
<script src="assets/vendor/swiper/swiper-bundle.min.js"></script>
<script
src="assets/vendor/waypoints/noframework.waypoints.js"></script>
<script src="assets/vendor/php-email-form/validate.js"></script>

<!-- Template Main JS File -->

```

```
<script src="assets/js/main.js"></script>
```

```
</body>
```

```
</html>
```

GIT HUB LINK:

<https://github.com/IBM-EPBL/IBM-Project-2194-1658465699>

VIDEO LINK:

<https://drive.google.com/file/d/11O5PZHkWRk9h3BuREFBeV5ceNE7dafqx/view>