


## Project Design Phase-I - Solution Fit Template

Team ID: PNT2022TMID08920

Project Title: Corporate Employee Attrition Analytics

Define CS, fit into CC	<b>1. CUSTOMER SEGMENT(S)</b> Corporate companies Employees 	<b>6. CUSTOMER CONSTRAINTS</b> Spending capital, resource limitations, and insufficient technology	<b>5. AVAILABLE SOLUTIONS</b> 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
	<b>2. JOBS-TO-BE-DONE / PROBLEMS</b> 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.	<b>9. PROBLEM ROOT CAUSE</b> 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.	<b>7. BEHAVIOUR</b> 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	

Focus on J&P, tap into BE, understand RC

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Identification	<p><b>3. TRIGGERS</b> <span>TR</span></p> <p>The most crucial factors that must receive urgent attention to lower attrition in the company are directly predictable by and visible to the customers directly in easy manner</p>	<p><b>10. YOUR SOLUTION</b> <span>SL</span></p> <p>The major goal of this research is to use Machine Learning and the algorithms (ML) algorithms to anticipate the major causes of employee attrition in the firms of corporate. The project should take into account factors such as work progress, employee work satisfaction, awards, and rewards, among others, and create a dashboard for simple comprehension of attrition statistics of the company.</p>	<p><b>8. CHANNELS of BEHAVIOUR</b> <span>CH</span></p> <p>8.1 ONLINE</p> <p>An online dashboard will be made available to the customer of the company requirement so they may monitor real-time statistics of the work progress on the different employee attrition factors.</p> <p>8.2 OFFLINE</p> <p>8.3 Based on the causes of attrition, the customers would take steps to reduce it by predicting the factors that affect the people.</p>
	<p><b>4. EMOTIONS: BEFORE / AFTER</b> <span>EM</span></p> <p>Before: Lost in a sea of information, perplexed by several cause s, Putting yourself in the position of other workers.</p> <p>After: Clear- headed, Action ready</p>		