


Ideation Phase

Brainstorm & Idea Prioritization Template

Date	1 September 2022
Team ID	PNT2022TMID06047
Project Name	Corporate Employee Attrition Analytics
Maximum Marks	4 Marks

Brainstorm & Idea Prioritization Template:

Step-1: Team Gathering, Collaboration and Select the Problem Statement



Brainstorming Reasons for Corporate Employee Attrition

Brainstorming process


1. Define the problem
2. Gather information
3. Generate ideas
4. Evaluate ideas
5. Select the best idea

What is Employee Attrition?
Employee attrition occurs when the size of your workforce diminishes over time due to unavoidable factors such as employee resignation for personal or professional reasons. Employees are leaving the workforce faster than they are hired, and it is often outside the employer's control. For example, let's say that you have opened a new office designated as the Sales Hub for your company. Every salesperson must work out of this office – but a few employees cannot relocate and choose to leave the company. This is a typical reason for employee attrition.

These are some of the reasons for Corporate Employee Attrition

- Insufficient salary
- Salary not commensurate with experience
- No career progression
- Lack of training
- Lack of recognition
- Lack of job security
- Lack of work-life balance
- Lack of employee engagement
- Lack of employee involvement
- Lack of employee autonomy
- Lack of employee feedback
- Lack of employee development
- Lack of employee recognition
- Lack of employee appreciation
- Lack of employee respect
- Lack of employee dignity
- Lack of employee honor
- Lack of employee pride
- Lack of employee loyalty
- Lack of employee commitment
- Lack of employee dedication
- Lack of employee passion
- Lack of employee enthusiasm
- Lack of employee energy
- Lack of employee motivation
- Lack of employee inspiration
- Lack of employee encouragement
- Lack of employee support
- Lack of employee assistance
- Lack of employee help
- Lack of employee aid
- Lack of employee relief
- Lack of employee ease
- Lack of employee comfort
- Lack of employee convenience
- Lack of employee simplicity
- Lack of employee efficiency
- Lack of employee effectiveness
- Lack of employee productivity
- Lack of employee performance
- Lack of employee achievement
- Lack of employee success
- Lack of employee fulfillment
- Lack of employee satisfaction
- Lack of employee happiness
- Lack of employee joy
- Lack of employee pleasure
- Lack of employee delight
- Lack of employee ecstasy
- Lack of employee euphoria
- Lack of employee exuberance
- Lack of employee exultation
- Lack of employee jubilation
- Lack of employee rejoicing
- Lack of employee celebration
- Lack of employee festivity
- Lack of employee gaiety
- Lack of employee merriment
- Lack of employee amusement
- Lack of employee entertainment
- Lack of employee recreation
- Lack of employee diversion
- Lack of employee pastime
- Lack of employee hobby
- Lack of employee leisure
- Lack of employee relaxation
- Lack of employee repose
- Lack of employee ease
- Lack of employee comfort
- Lack of employee convenience
- Lack of employee simplicity
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- Lack of employee repose

THESE ARE SOME OF THE TOP REASONS FOR EMPLOYEE ATTRITION



Problem Statement
Employee Attrition also known as Employee or Labour Attrition. Companies in India and also in other foreign countries face a formidable challenge in recruiting and retaining talents, while at the same time having to manage talent loss through attrition be that due to industry downturns or through voluntary individual attrition. Attrition may be defined as gradual reduction in membership or personnel as through retirement, resignation or death. In other words, attrition can be defined as the number of employees leaving the organization which includes both voluntary and involuntary separation. Losing an employee and talents results in huge loss to the organization because there is a huge loss in cost such as the recruitment cost, training cost and other cost that are incurred in making an employee more skillful. Certain Factors such as Layoffs and Termination is not included in the case of Attrition. The attrition rate tends to vary from skilled and unskilled labours. When an employee has been turned over then a new employee has to be replaced in place of them. Hence this would also increase the cost of recruitment and cost of training. When the person who leaves the Company or the organization in a given period of time due to the Attrition, which includes the employees being fired due to unethical behavior or practices in the organization. The high Attrition rate in the organization will affect the Cost of Recruitment and Training of the new Employees. In order to create a successful organization, the employer must find all possible ways in retaining his employees, despite it is also important to gain the trust and loyalty of the employee so they have a less of desire to leave their organization in the future. It is important for an employer to retain employee because good, faithful, trained and hardworking employees are required to run the business successfully. They have acquired a good knowledge about their product or service in the long run and also a trained and experienced employee would be able to handle the customers better.

Step-2: Brainstorm, Idea Listing and Grouping

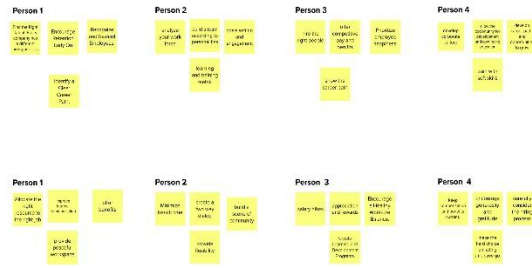
2

Brainstorm

Write down any ideas that come to mind that address your problem statement.

10 minutes

TIP
You can select a sticky note and hit the pencil button to quickly edit it.



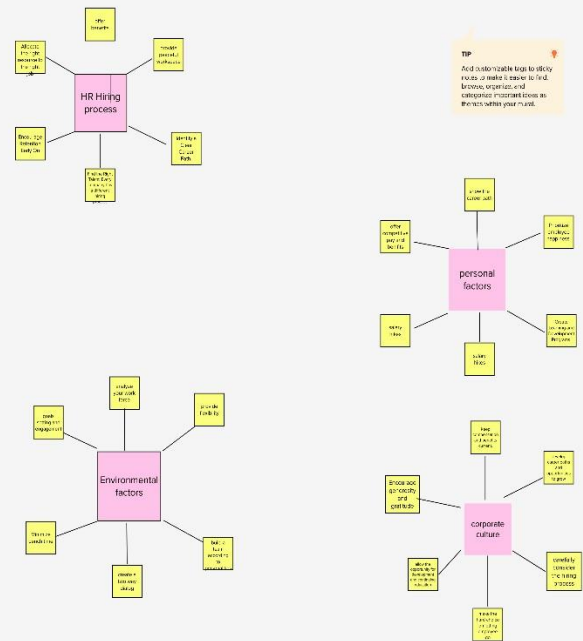
3

Group ideas

Take turns sharing your ideas while clustering similar or related notes as you go. Once all sticky notes have been grouped, give each cluster a sentence-like label. If a cluster is bigger than six sticky notes, try and see if you can break it up into smaller sub-groups.

20 minutes

TIP
Add a sentence-like label to sticky notes to make it easier to find, remember, and categorize important ideas as they relate to your project.



Step-3: Idea Prioritization

Template



Idea prioritization

Employee attrition is the **gradual reduction in employee numbers**. Employee attrition happens when the size of your workforce diminishes over time. This means that employees are leaving faster than they are hired. Employee attrition happens when employees retire, resign, or simply aren't replaced.

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Collect your ideas in one place

