## **Ideation Phase Define the Problem Statements**

Date	1 September 2022		
Team ID PNT2022TMID06047			
Project Name Project - Corporate Employee Attrition Analytics			
Maximum Marks	2 Marks		

## **Customer Problem Statement:**

•A large company named XYZ, employs, at any given point of time, around 4000 be replaced with the talent pool available in the job market. The employees. However, every year, around 15% of its employees leave the company management believes that this level of attrition (employees leaving, either on their own or because they got fired) is bad

urrer

timelines, resulting in a reputation loss among consumers and partners

- •1.The former employees' projects get delayed, which makes it difficult to meet
- •2.A sizeable department has to be maintained, for the purposes of recruiting new
- Situation
- •3. More often than not, the new employees have to be trained for the job and/or

given time to acclimatise themselves to the company

COIPOITALE •the management has contracted an HR analytics firm to understand what factors they

should focus on, in order to curb attrition. In other words, they want to know CONSEM what changes they should make to their workplace, in order to get most of their employees to stay.

nd needs to be addressed right away

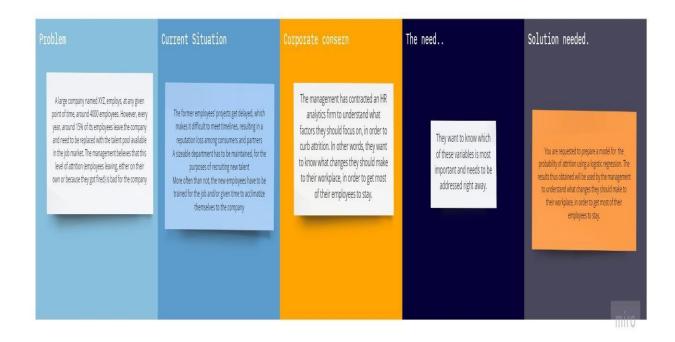
•they want to know which of these variables is most important

logistic regression. The results thus obtained will be used by •You

are required to model the probability of attrition using a the management to understand what changes they should make to their workplace, in order to get most of their

employees to stay.

## **Customer Problem Statement:**



Problem	Problem	<b>Current Situation</b>	Steps	Needed	Solution
Statement			required		needed

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company		former	management	to know	You are
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and need to	Si	izeable			to understand
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	ha	s to be			
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management	talent		stay		order to get
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(employees					,
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or 	the job and/or				
because they	given time to				
got fired) is	acclimatise				
bad for the	themselves				
company	to the company				
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