

Project Design Phase-I
Proposed Solution Template

Date	25 October 2022
Team ID	PNT2022TMID03886
Project Name	Project - Corporate Employee Attrition Analytics
Maximum Marks	2 Marks

Proposed Solution :

S.No.	Parameter	Description
1.	Problem Statement (Problem to be solved)	Employee attrition is a major cost to an organization and predicting such attritions is the most important requirement of the Human Resources department in many organizations. Employees may also tend to quit their jobs for a variety of covert reasons, such as a lack of job stability, a lack of professional advancement, a desire for change and new chances, an expectation of greater compensation, issues with superiors, and a few more personal motives.
2.	Idea / Solution description	The performance of the corporate employee can be better understood by gathering their data set and applying data analysis techniques like visualisation. Keeping track of the rate at which employees leave your company can alert you to problems with your staff in enough time to implement a fix.
3.	Novelty / Uniqueness	If the supervisors or HR came to know about some employees that they will be planning to leave the company then they could get in touch with those employees which can help them to stay back or they can manage the workforce by hiring the new alternative of those employees.
4.	Social Impact / Customer Satisfaction	HR may remain in touch with these workers and guarantee that they consider your firm in the future when they have the opportunity by conducting extensive departure interviews. Request regular feedback, listen to the employee's voice, and rectify any gaps in their employee experience. A person who is satisfied with their employment is unlikely to resign if the majority of their working criteria are met.
5.	Business Model (Revenue Model)	HR uses models to predict what employees will be more likely to leave given some attributes through data preprocessing, analysing, validating and predicting. Attrition compares the number of individuals who departed a

		company/office/department to the average number of persons employed in that year.
6.	Scalability of the Solution	A strong measure to know how satisfied the employees should be, build within the organization. A very powerful way used by organizations is the survey method- here the details of the employees are kept confidential and some organizations even hire other organizations to get this work done by them.