Project Design Phase – 1 Solution Fit

Project Title: Corporate Employee Attrition Analysis

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1. CUSTOMER SEGMENT

1. Employees or stakeholders from the organization who are in need of knowing about the analysis of voluntarily or involuntarily resignation.
2. Average organization employees
3. Corporation experts

6. CUSTOMER CONSTRAINTS

1. Design a better career path.
2. Unavailability of a stable dataset for prediction.
3. Not able to specify particular aspects of attrition.

5.AVAILABLE SOLUTIONS

1. Propose flexibility
2. Obtaining feedback from employee
3. Making organizations know more about their employee's requirements
4. Search for the right people and take decisions favoring both organization and the employees

2.JOB-TO-BE-DONE/PROBLEM

1. To Employ the respectable people
2. To Assign responsibility wisely
3. To Admire good work and courage them
4. To provide Job Satisfaction for Employees

9. PROBLEM ROOT CAUSE

1. Lack of development opportunities.
2. Employees are overwhelmed by the amount of work.
3. Lack of flexibility.
4. Large-scale economic loss for the organization.

7.BAHAVIOUR

1. Filling ratings and getting feedback from the employee.
2. Use the application deployed to know the approximate cause of attrition.
3. Uncovering the best case to solve the problem and retaining employees.

	5. Degradation in the organization's reputation when many employees quit.	

3.TRIGGERS	**10. YOUR SOLUTION**	**8.CHANNELS OF BAHAVIOUR**
1. deficient work-life equilibrium 2. absence of employee motivation 3. Inadequate workspace culture 4. Lack of training and growth in employee job 5. Uncertainty due to lack of trust in the organization	Aim to develop an application that predicts the root reason for attrition using a supervised machine learning model with the data of employees of an organization and evaluate possible studies considering important factors.	Online 1. Check for specific reasons for attrition. 2. In online mode, by making use of an algorithm it predicts and examines the situation based on given data. Offline 1. By having an employee claim their points. 2. Providing some space to let employee communicate their views.

4.EMOTIONS

Before
1. Employee's lack of confidence
2. The debate between organization and employee
3. Ignoring the career growth of employee
4. Don't know how to make use of talented employee

After
1. Enhance contact
2. Gets to know the idea of keeping the right individuals
3. Encourage and inspire workers.