

## Project Design phase – 1

### Proposed solution Template

<b>Team ID</b>	PNT2022TMID18255
<b>Project Name</b>	Corporate Employee Attrition Analytics
<b>Maximum Marks</b>	2 marks

#### Proposed Solution Template:

<b>S NO</b>	<b>Parameter</b>	<b>Description</b>
1	<b>Problem Statement (Problem to be solved)</b>	<p>Corporate Employee Attrition Analysis</p> <ul style="list-style-type: none"><li>• Attrition of employee from organization</li><li>• Analysis both the cases of Voluntary or involuntary</li><li>• Employee attrition have been the most challenging area for organisation to analysis</li></ul>
2	<b>Idea / Solution Description</b>	<ul style="list-style-type: none"><li>• Make use of classification algorithm to predict their retention and maintain their relationship using this model</li><li>• Focus on the career growth and developing pleasant workspace for employees</li><li>• Building an application to know and analyse the goal settings,training metrics,learning path.</li></ul>
		<ul style="list-style-type: none"><li>• The solution takes all possible reasons for employee attrition</li></ul>

3	<b>Novelty / Uniqueness</b>	<ul style="list-style-type: none"> <li>• It consider pay,workload,flexibility,development and hiring.</li> <li>• Using IBM cloud platform to analyze and predict in order to make organization for great improvement.</li> </ul>
4	<b>Social Impact / Customer satisfaction</b>	<ul style="list-style-type: none"> <li>• A lot of money can be saved for the organization.</li> <li>• Retaining good employees creates a good growth for organization.</li> <li>• Improve employee satisfaction which lead to positive review and increase trust of employee towards organization</li> </ul>
5	<b>Business model (Revenue Model)</b>	<ul style="list-style-type: none"> <li>• It is business to the organization model</li> <li>• This business model is beneficial to study the existing trends.</li> <li>• It follows a non-monetary revenue model where the organization is not charged.</li> <li>• It Provide the origin cause of attrition and provide recommendations to overcome it.</li> </ul>
6	<b>Scalability of the solution</b>	<ul style="list-style-type: none"> <li>• The current solution is developed with the goal of experimenting with employee attrition based on dataset for an organization.</li> <li>• If there is a chance of having datasets of more organizations then the solution can be developed to benefit more organizations.</li> <li>• The solution is completely scalable.</li> </ul>