Project Design Phase-I
Problem – Solution Fit

Date	26 October 2022
Team ID	PNT2022TMID28131
Project Name	Corporate Employee Attrition Analytics
Maximum Marks	4 Marks

Problem – Solution Fit:

Define CS, fit into CL · **Explore AS, differentiate**

1. CUSTOMER SEGMENT(S) — CS
- HR
- Manager
- CEO
- Director

6. CUSTOMER LIMITATIONS — EG. BUDGET, DEVICES — CL
- This model serves as a good classifier for attritions of employees, but it also might lead to false negatives, i.e., employees that attrit but shown as non-attrition.
- Companies can use the model for reference, but it only helps to a certain extent with employee attritions.
- Companies need to spend some time considering the important factors that contribute to employee attritions based on these models and improving them to prevent loss of talent.

5. AVAILABLE SOLUTIONS — PROS & CONS — AS
- Confident branding
- Tone of voice
- Charity
- Transparency
- Build a Better Relationship
- Match the product to their needs

Focus on PR, tap into BE, understand RC

2. PROBLEMS / PAINS + ITS FREQUENCY — PR
- Unclear and ever-changing software requirements
- Integration Issues
- Hidden Costs
- Confidentiality of Information

9. PROBLEM ROOT / CAUSE — RC
- Integration projects have a terrible reputation. They are costly, they take a lot of time and, more often than enough, in the end, they may not deliver the desired outcome at all.
- Poorly Defined Requirement Development Process: A major reason for change is a poorly defined or ignored requirement development process. This can result in defective requirements, incorrect requirements, and missing requirements.
- The most obvious hidden cost in finance are created by personal guarantees the owners must often provide when a closely held company takes on debt. These guarantees reduce the value of the entrepreneur's other assets because of the potential claim on them held by the lender to the company.
- A breach of confidentiality occurs when proprietary data or information about your company or your customers is disclosed to a third party without consent. A breach might exist where a trade secret is shared with a competitor, an employee's private information is disclosed, or clients suffer the consequences of careless privacy practices.

7. BEHAVIOR + ITS INTENSITY — BE
The data analysis can be used to establish internal employee turnover benchmarks. Tracking these benchmarks over time can reveal how the employee experience is changing for better or worse, if the reasons employees are leaving have changed, or if the attrition pattern or time cycle is different. These benchmarks will illustrate whether the actions the organization is taking to reduce attrition are effective, alerting leaders and managers to adjust or take different targeted actions if needed.

Identify strong TR & EM · **Extract online & offline CH of BE**

3. TRIGGERS TO ACT — TR
- Mismatch of Job of the person.
- Lack of investment in the individual in terms of training and resources related to the Software or Tech skills.
- Lack of communication with the employee and improper add valuable feedback to the employee.
- Better recognition or payment for the same job at a different firm.

4. EMOTIONS BEFORE / AFTER — EM
- Dissatisfaction
- Disagreement
- Conflict
- Burnout
- Stressed

10. YOUR SOLUTION — SL
Giving staff members new opportunities is a great way to recognize them. Employees are increasingly concerned with job flexibility, so giving them more latitude here is another way to boost retention. Flexible work isn't only telework or remote work. It can include flextime, a compressed workweek, part-time schedules or a job-share where workers rotate days working from the office.

8. CHANNELS of BEHAVIOR — CH
ONLINE
A website is a powerful tool for this communication. Inbound marketing methods like SEO and blogging are also useful tactics for helping you learn more about the buyer.

OFFLINE
A rough transition from the online to the offline world leads many organizations to be unprepared for sales calls. It's critical to come to the meeting with complete knowledge of the customer's product, and that can be done only when we implement the right online strategies that inevitably lead to a meeting.