Project Title: **Corporate Employee Attrition Analysis**   **Project Design Phase-I** - **Solution Fit Template**   **Team ID:** PNT2022TMID14423

Define CS, fit into CC

1. CUSTOMER SEGMENT(S)   `CS`

HRs of corporate companies

6. CUSTOMER CONSTRAINTS   `CC`

- Spending power
- Budget constraints
- Resource constraints

5. AVAILABLE SOLUTIONS   `AS`

A dashboard to maintain the various reasons for employees leave their jobs, and to provide tips to HRs on tackling different issues related to attrition.

Explore AS, differentiate

Focus on J&P, tap into BE, understand RC

2. JOBS-TO-BE-DONE / PROBLEMS   `J&P`

To build a supervised machine learning model based on regression algorithms for forecasting the reason for employee attrition based on the following parameters.

- Work progress
- Employee satisfaction
- Subsidiaries
- Distance between offices & homes

9. PROBLEM ROOT CAUSE   `RC`

- Manually analyzing reasons for employee attrition is a time - consuming process.
- Due to this, before identifying the cause the employee would have left the job and valuable human resource is lost.
- Lots of human effort is required.

7. BEHAVIOUR   `BE`

- The model behaves so as to reduce the human efforts required to consolidate and confess the various reasons for employee attrition by manually analyzing them.
- It also brings the most important causes for employee attrition to spotlight for the main customers the HRs of the corporates.

Focus on J&P, tap into BE, understand RC

TR&E Strong Identify

3. TRIGGERS TR

- The customers can predict and view directly, the most important reasons that require immediate attention to reduce the attrition in the company.

4. EMOTIONS: BEFORE / AFTER EM

Before: Lost in lots of data, confused of various reasons, Thinking in the shoes of other employees.

After: Clear- headed, Action ready.

10. YOUR SOLUTION SL

The main aim of this project is to predict the main reasons for attrition of employees in corporate companies using the Machine Learning (ML) algorithms. The project should take parameters related to parameters like work progress, employee satisfaction, subsidiaries and rewards etc., and provide a dashboard for easy understanding of stats related to attrition.

8. CHANNELS of BEHAVIOUR CH

8.1 ONLINE

The user will be provided with a dashboard online to view the live stats of various reasons of attrition of the employees.

8.2 OFFLINE

The customers would take actions to reduce attrition based on the reasons for attrition.