**PROJECT DESIGN PHASE-I**

**PROPOSED SOLUTION TEMPLATE**

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| Date | 19 September 2022 |
| Team ID | PNT2022TMID13620 |
| Project Name | Corporate Employee Attrition Analytics |
| Maximum Marks | 2 Marks |

**Proposed Solution :**

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| **S.No.** | **Parameter** | **Description** |
|  | Problem Statement (Problem to be solved) | Attrition has been a significant challenge that affects most businesses, regardless of the geographical position, size, and type of industry in which the company is engaged. The effects of employee attrition on an organization include the disruption of organizational activities (which may lead to business failure) and the recruitment and training of new employees, which may be costly. |
|  | Idea / Solution description | Offer equitable and modest salaries. Define the responsibilities and roles clearly.Provide retention bonuses instead of a sign on bonuses.Conduct survey about employee satisfaction. |
|  | Novelty / Uniqueness | With the help of people analytics, you'll be able to more carefully measure employee attrition and match your efforts to a more carefully crafted strategy.  With employee attrition analysis, you can identify which employee segments have the highest attrition risk and narrow in on plans to reduce attrition risk and then measure how successful your actions are. |
|  | Social Impact / Customer Satisfaction | Companies need to start putting the same effort into taking care of their employees as they do taking care of their customers.  If even a fraction of a customer experience budget was spent on employee experience, there would be a huge return on investment. |
|  | Business Model (Revenue Model) | We want to understand customer’s pain points and what model makes the most sense for charging them.  It’s also essential to have an in-depth understanding of our product or service and how our customer will use it. |
|  | Scalability of the Solution | As a result,  this project helped to determine the most crucial reasons responsible for workers turnover in a given organization as well as examine their influence in additional detail.  Attrition has some benefits by filtering out unsuitable workers and ensuring that the job market has professionals that can suit an organization’s needs. |