

Project Design
Phase-I Proposed
Solution

Date	26 October 2022
Team ID	PNT2022TMID20674
Project Name	Corporate Employee Attrition Analytics
Maximum Marks	2 Marks

Proposed Solution:

S.No.	Parameter	Description
1.	Problem Statement (Problem to be solved)	Almost all businesses are currently struggling with employee attrition, which has an impact on their operations and tarnishes their reputation. The business is attempting to determine the cause of employee attrition as well as the contributing variables. We will work with the business to identify the elements that will reduce attrition and increase staff retention.
2.	Idea / Solution description	Our approach is developing a model that lessens the workload on a company's management team by gathering all employee-related data, preparing, organizing, and analyzing the data, and providing data-driven decision-making that lowers staff turnover.
3.	Novelty / Uniqueness	For the analysis of employee attrition, a data set that is equitable to all employees is used. The decisions made as a result of this study are ideal and produce the desired growth.
4.	Social Impact / Customer Satisfaction	Employers and organizations both profit from data-driven decisions that use analysis on a balanced dataset to provide greater benefits and provide solutions to various issues.
5.	Business Model (Revenue Model)	This technique clearly reduces staff churn and increases an organization's profit by utilizing its seasoned workers. Spending on recruitment programmes is decreased. The organizations are also aware of the attrition when it first occurs and act right away.
6.	Scalability of the Solution	This model is actually employed by all different kinds of businesses with dynamically changing internal datasets. It is helpful in all industries; for instance, hospitals may learn about employee attrition and take preventative measures.