

Corporate Employee Attrition Analysis

A PROJECT COMPONENT REPORT

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1.

Introduction

For our IBM Project, we chose Data Analytics as our domain, for the Nalaiya Thiran initiative. Our topic is Corporate Employee Attrition

Attrition refers to the reduction of strength or effectiveness in an organisation, i.e., employees suddenly resigning from the post due to their own reasons, which leads to the organisation not being able to complete their due work timely. In a sense, it represents the lack of competency in a company to retain their employees when necessary.

We intend to analyse such organisation's employee data and provide them with a solution for preventing such happenings, and if possible, be able to even motivate said employees to work more efficiently.

Project Overview

- To identify and retain experienced, talented and interested employees
- Understanding employee's interest or lack thereof in order to provide them deserving raise and incentives for further progress
- Refers to the techniques implemented by the management to help the employees stay with the organisation for a longer period

1.3 Purpose

The purpose of our project is to help organisations to retain their employees within, and provide them with solutions which offer proper incentives for the employees to work committedly even further.

2.

LITERATURE SURVEY

Existing Problem

More along the lines of prediction, based on past behaviour and choices, probably effecting the organisation as well

References

1. <https://www.aihr.com/blog/employee-attrition/>
2. <http://www.zenworkplace.com/2014/07/01/cost-employee-turnover/>
3. <http://www.compensationforce.com/2016/04/2015-turnover-rates-by-industry.html>
4. <http://www.shrm.org/Research/SurveyFindings/Documents>

Problem state Definition

PROBLEM STATEMENT:

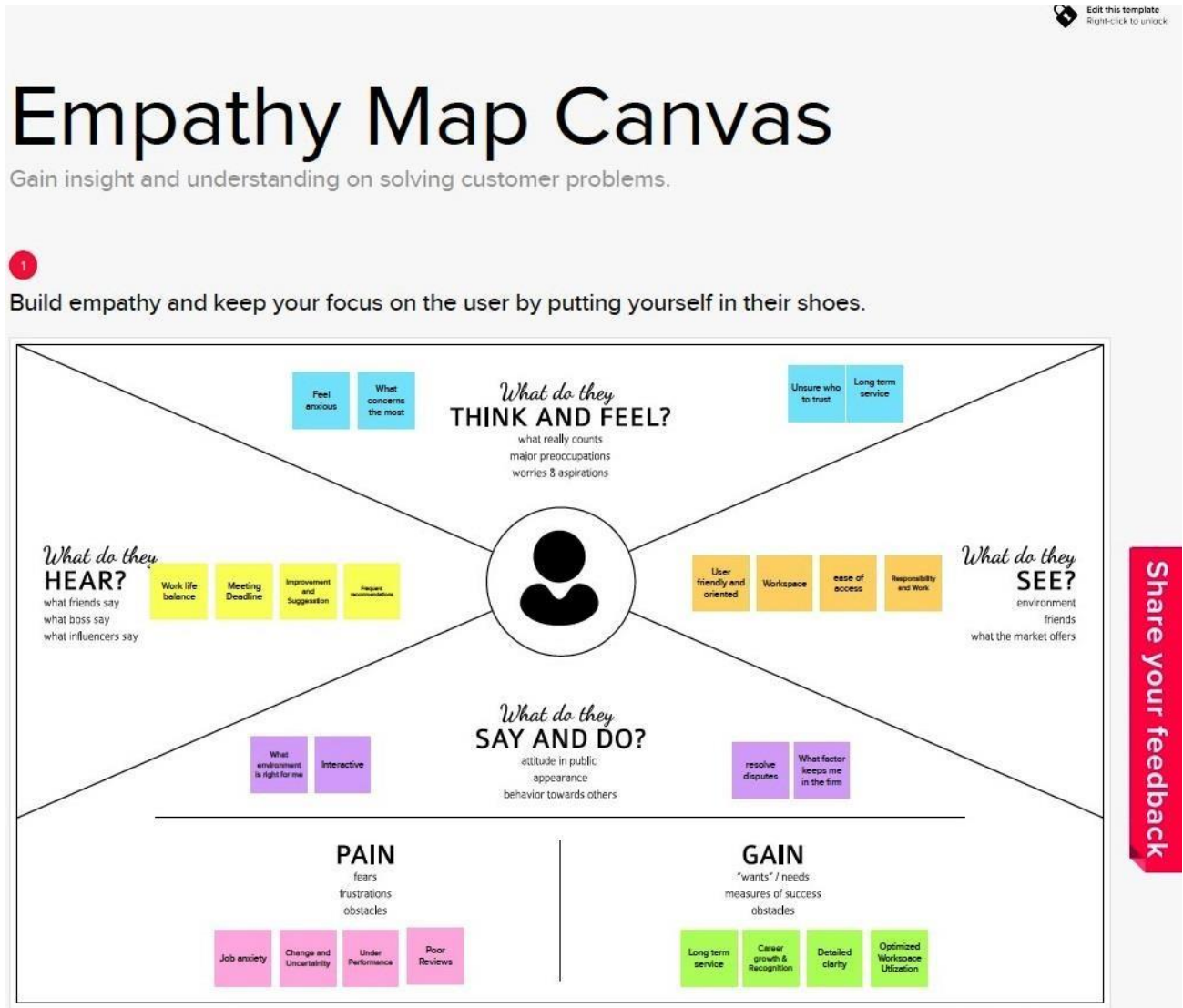
Mr. Santhosh is an HR in an esteemed Organization for the past five years. In this five years, he faced the problem in retaining the top talents and lay off the people, who didn't perform up to the company's requirement.

- Mr. Santhosh wants to identify, why the employees voluntary leave
- He wants to know what factors must have prevented them from leaving
- He also wants to know what factors get them fired.

Who does the problem affect?	The person Who runs the Organization
What is the issue?	Sudden attrition rates can reduce the company's effectiveness to solve Problems. Generalities is due to the lackof properly trained employees
Why it is important that we fix theproblem?	To increase the organization's growth & effectiveness.
What is the solution to solve the issue?	Employee datasets are analyzed to identify individuals who deserve a Compensation and on the other hand also take proper actions on those who don't work properly

3. IDEATION & PROPOSED SOLUTION

Empathy Map Canvas



Ideation & Brainstorming

[illegible]

Proposed Solution

S.No.	Parameter	Description
-------	-----------	-------------

1.	Problem Statement (Problem to be solved)	The key to success in any organization is attracting and retaining top talent. As an HR analyst one of the key tasks is to determine which factors keep employees at the company and which prompt others to leave. Given in the data is a set of data points on the employees who are either currently working within the company or have resigned. The objective is to identify and improve these factors to prevent loss of good people.
2.	Idea / Solution description	concentrate on employee engagement through meaningful work, goal setting, effective communication.
3.	Novelty / Uniqueness	Based on an employee's performance, Appraisal is provided Biannually
4.	Social Impact / Customer Satisfaction	Worth for his effect
5.	Business Model (Revenue Model)	Proper work->efficient solution->client satisfaction->Increase in the demand and supply->Increased revenue for the organisation.
6.	Scalability of the Solution	Expansion in range of applications and branches due to the increased demand of the of organisation's product and reputation

3.3 Problem Solution fit

Define CS, fit into CL	<div>1. CUSTOMER SEGMENT(S)<div>CS</div></div> <div>1. Head of the department 2. Talent Acquisition Team</div>	<div>6. CUSTOMER LIMITATIONS<div>EG. BUDGET, DEVICES</div><div>CL</div></div> <div>Various factors that are difficult to take into consideration regarding attrition</div>	<div>5. AVAILABLE SOLUTIONS<div>PLUSES & MINUSES</div><div>AS</div></div> <div>Concentrating on employee engagement through meaningful work, goal setting and communication of worth.</div>	Explore AS, differentiate
	<div>2. PROBLEMS / PAINS + ITS FREQUENCY<div>PR</div></div> <div>Develop a Solution to identify factors Contributing to employees attrition</div>	<div>9. PROBLEM ROOT / CAUSE<div>RC</div></div> <div>1. Job Anxiety 2. Change and uncertainty 3. Unscalable Tenure 4. Negligence of effort</div>	<div>7. BEHAVIOR + ITS INTENSITY<div>BE</div></div> <div>Filtering of reciprocating employees, fair compensation, renegotiation of salary and job security</div>	
Focus on PR, tap into BE, understand RC	<div>3. TRIGGERS TO ACT<div>TR</div></div> <div>Leaving of skillful labor from the organization leads to attrition.</div>	<div>10. YOUR SOLUTION<div>SL</div></div> <div>Based on an employee's performance, Appraisal is provided Biannually. After analyzing the dataset with Cognos analytics</div>	<div>8.CHANNELS of BEHAVIOR<div>CH</div></div> <div>ONLINE : Resignation mail</div>	
	<div>4. EMOTIONS<div>BEFORE / AFTER</div><div>EM</div></div> <div>Anxiety/Consolation</div>		<div>OFFLINE Lay-off</div>	
Identify strong TR & EM				

4. REQUIREMENT ANALYSIS

Functional requirement

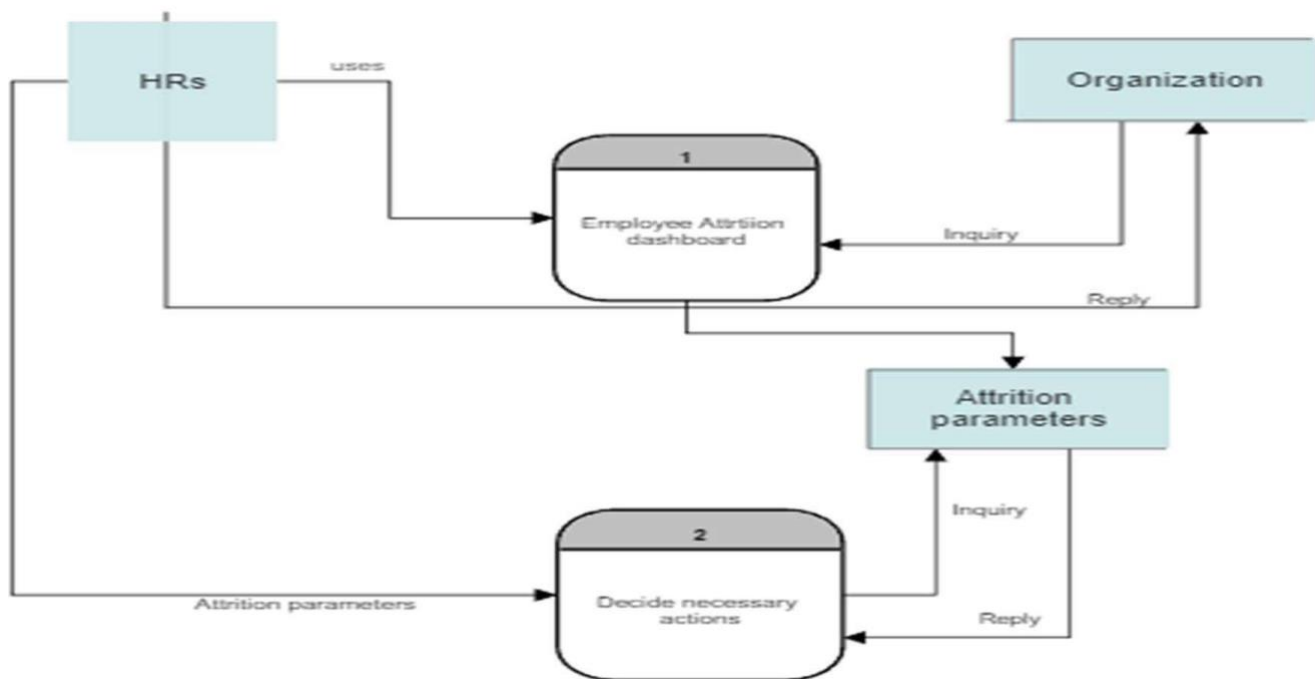
FR No.	Functional Requirement (Epic)	Sub Requirement (Story / Sub-Task)
FR-1	User Registration	Registration through Gmail
FR-2	User Confirmation	Confirmation via Email Confirmation via OTP
FR-3	User Authentication	Authenticate the user's attempt to login using the database
FR-4	Retention analysis	Employee attrition analysis by biannual or quarterly performance appraisal, Identifying the team where the major resignation happens
FR-5	Employee management	Validating and managing the registered employee details.
FR-6	Progress management	Maintaining the progress of each employee for Appraisals
FR-7	Link	It is used for predicting the likely attrition factors. We'll be taking the following route for this analysis <ul style="list-style-type: none">• Getting our input and storing it.• Select the necessary attributes for the Prediction• Creating Dashboard, Report & Stories• Predicting our results.• Showcase the results with the help of dashboard, Report & Stories

Non-Functional requirements

FR No.	Non-Functional Requirement	Description
NFR-1	Usability	This Data Visualization shall be easy to use for all users with minimal instructions. 100% of the languages on the graphical user interface (GUI) shall be intuitive and understandable by non-technical users.
NFR-2	Security	The user of the system should be provided the surety that their account details are secure.
NFR-3	Reliability	The Link shall be operable in all conditions. The system must be less prone to errors.
NFR-4	Performance	The performance of the system must assist the system's quality.
NFR-5	Portability	The link shall be 100% portable to all operating platforms. Therefore, this link should not depend on the different operating systems.
NFR-6	Scalability	The system must be able to handle an increase in workload without performance degradation.

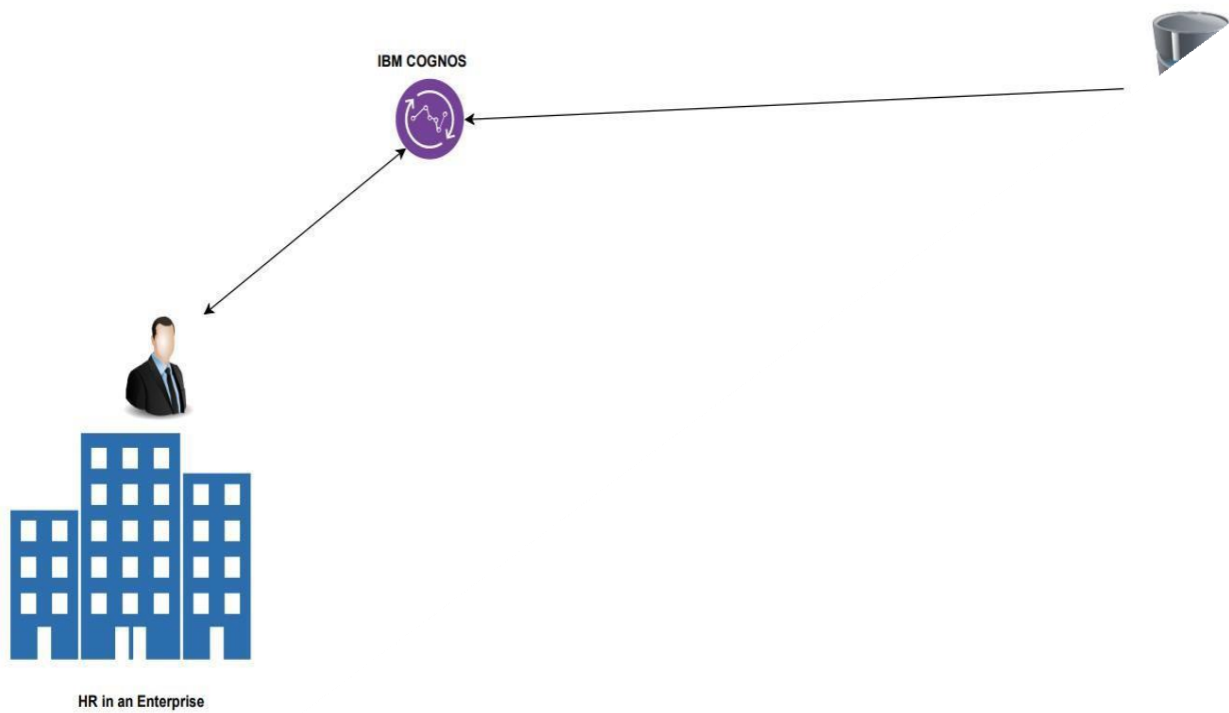
PROJECT DESIGN

Data Flow Diagrams

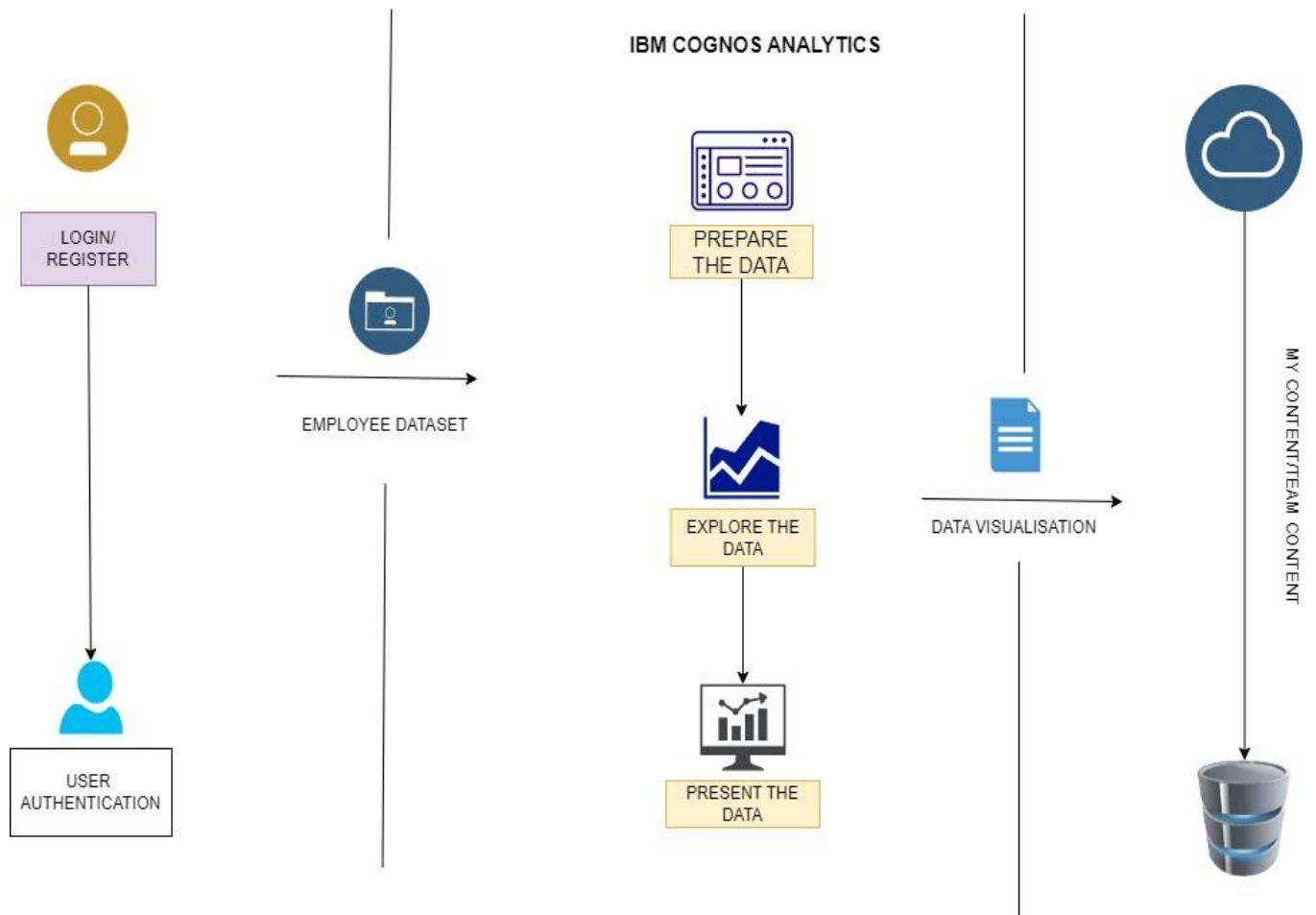


Solution & Technical Architecture

Solution Architecture



Technical Architecture



User Stories

User Type	Functional Requirement (Epic)	User Story Number	User Story / Task	Acceptance criteria	Priority	Release
Employees	Registration	USN-1	The employees can register to be a part of the organization	I can access my account / dashboard	High	Sprint-1
		USN-2	As an employee, I will receive confirmation email	I can receive confirmation email & click confirm	High	Sprint-1
		USN-3	As an employee, I can register for the application through Gmail	I can get a verification link through email	Medium	Sprint-1
	Login	USN-4	As a employee, I can log into the application by entering email & password	I can enter the application	High	Sprint-2
	About	USN-5	I can view the Dashboard, Story and Report for attrition rates and determining the factors leading to them	I can get an idea about the project	Low	Sprint-2
	Launch	USN-7	As a HR, I can upload various analyzed parameters from the computer through link given in the pdf	I can choose any employee ('s all parameters) from my device	High	Sprint-2
	Link	USN-8	As a HR, I can review an employee's performance and offer appraisals biannually or Quarterly	I can view the employee's parameters on the dashboard along with the attrition rate .	High	Sprint-3
		USN-9	I can also upload csv format of employee retention parameters from cloud.	I can view the employee's parameters on the dashboard along with the attrition rate .	Medium	Sprint-3

6. PROJECT PLANNING & SCHEDULING

Sprint Planning & Estimation

Sprint Planning

Product Backlog, Sprint Schedule, and Estimation (4 Marks)

Sprint	Functional Requirement (Epic)	User Story Number	User Story / Task	Story Points	Priority	Team Members
Sprint-1	Data Preparation & Data Visualization	USN-1	As a user, I give the details of the employees working in my organization for the attrition detail.	5	High	Shakti G
Sprint-1		USN-2	As an Analyst, I Prepare the data & Provide meaningful insights through EDA in Cognos Analytics	3	High	Shakti G
Sprint-2	Dashboard	USN-3	As a user, I want to find connections between various visualization that leads to attrition	2	Low	Jeyabharathi Jesintha S
Sprint-2		USN-4	As an Analyst, I will perform exploratory data analysis in Cognos Analytics to create a interactive dashboard	3	Medium	Jeyabharathi Jesintha S
Sprint-3	Report	USN-5	As a user, I want Simpler limited number of visualizations that report a particular event	3	Medium	Veeralakshmi M
Sprint-3		USN-6	As an Analyst, I will use Cognos Analytics to generate a report	3	Medium	Veeralakshmi M
Sprint-4	Story	USN-7	As a user, I can only understand the Analysis in animated presentation of dataset	5	Medium	Swedha S
Sprint-4		USN-8	As an Analyst, I use Cognos Analytics to create an animated presentation (Story) of the dataset	3	High	Swedha S

Milestone and Activity List

Activity number	Activity name	Detailed activity description	Assigned to
1	Preparation Phase	<ul style="list-style-type: none"> Access the resources (courses) in project dashboard Access the guided project workspace Create GitHub account & collaborate with Project Repository in project workspace Set-up the Laptop / Computers based on the prerequisites for each technology track 	Shakti G, Veera Lakshmi M Swedha S, Jeyabharathi Jesintha S
2	Solution requirements	<ul style="list-style-type: none"> Identify the functional and non functional requirements Analyse and finalize the appropriate requirements 	Jeyabharathi Jesintha S
3	IBM Cognos Analytics	<ul style="list-style-type: none"> Create IBM Cognos Analytics account Working in cognos for upload,prepare and explore the dataset 	Shakti G
4	Ideation Phase		
4.1	Literature survey	Literature survey on the selected project & Information Gathering	Shakti G

4.2	Empathy Map	Preparation of Empathy Map Canvas to capture the user Pains & Gains	Veera Lakshmi M
4.3	Brainstorm & idea prioritization	List the ideas by organizing the brainstorming session and prioritize the top 3 ideas based on the feasibility & importance	Jeyabharathi Jesintha S

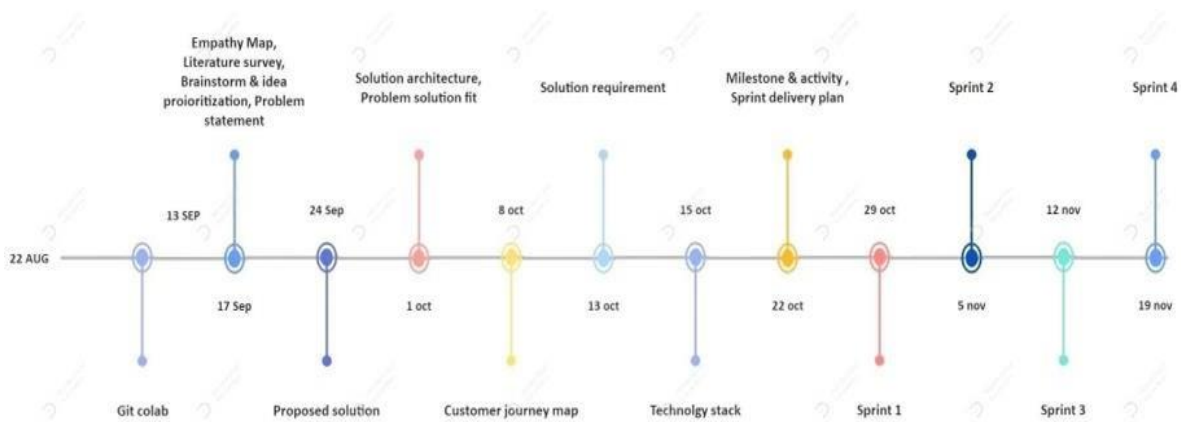
Activity number	Activity name	Detailed activity description	Assigned to
5	Project Design phase I		
5.1	Proposed Solution	Preparation of proposed solution document, social impact, scalability of solution	Swedha S
5.2	Problem Solution Fit	Prepared problem is analyzed and make effective solutionsfor the problem	Shakti G
5.3	Solution Architecture	Prepare an architecture for solution	Jeyabharathi Jesintha S
6	Project Design Phase-II		
6.1	Customer Journey	Preparation of customer journey maps to understand the user interactions & experiences with the application (entry to exit)	Veera Lakshmi M
6.2	Data Flow Diagrams	Prepare a Data Flow Diagram for Project use level0 (Industry Standard)	Shakti G
6.3	Technology Architecture	Prepare Technology Architecture of the solution	Jeyabharathi Jesintha S
6.4	Functional Requirements	Prepare a Functional Rquirements of the solution	Swedha S
7	Project PlanningPhase		
7.1	Milestones & Tasks	Prepare Milestone & Activity List	Veera Lakshmi M
7.2	Sprint Schedules	Prepare Sprint Delivery Plan	Swedha S

Activity number	Activity name	Detailed activity description	Assigned to
8	Data visualization charts		
8.1	<ul style="list-style-type: none"> Attrition based on business travel Attrition based on employee working groups 	Prepare a data visualization chart attrition based on business travel Prepare a data visualization chart attrition based on employee working groups	Veera Lakshmi M
8.2	<ul style="list-style-type: none"> Attrition based on salary hike percent Dashboard Attrition Status 	Prepare a data visualization chart attrition based on salary hike percent Prepare a data visualization chart on Dashboard Prepare a data visualization chart on attrition status	Swedha S
8.3	<ul style="list-style-type: none"> Attrition based on number of companies worked 	Prepare a data visualization chart attrition based on number of companies worked	Shakti G
8.4	<ul style="list-style-type: none"> Attrition based on monthly income group Attrition based on department, job role, education, marital status 	Prepare a Data visualization chart attrition based on Monthly income group Prepare a data visualization chart attrition based on department, job role, education, marital status	Jeyabharathi Jesintha S

Activate Windows

Activity number	Activity name	Detailed activity description	Assigned to
9	Working with dataset		
9.1	Understanding the Dataset	Preparation of dataset for better understanding	Shakti G
9.2	Loading the dataset	Preparation of loading the dataset	Jeyabharathi jesintha S
9.3	Prepare the dataset	Prepare the required dataset	Shakti G
10	Project Development Phase		
10.1	Coding & Solutioning	Sprint-1 Delivery: Develop the Code, Test and push it to GitHub.	Shakti G
10.2	Acceptance Testing	Sprint-2 Delivery: Develop the Code, Test and push it to GitHub. Sprint-3 Delivery: Develop the Code, Test and push it to GitHub.	Jeyabharathi Jesintha S, Veera Lakshmi M
10.3	Performance Testing	Sprint-4 Delivery: Develop the Code, Test and push it to GitHub.	Swedha S

Sprint Delivery Schedule



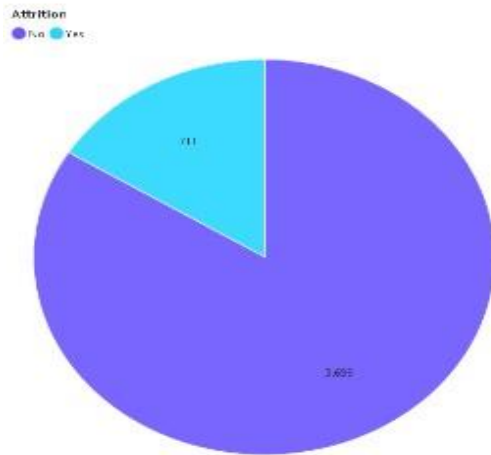
7.CODING & SOLUTIONING

7.1 Feature 1

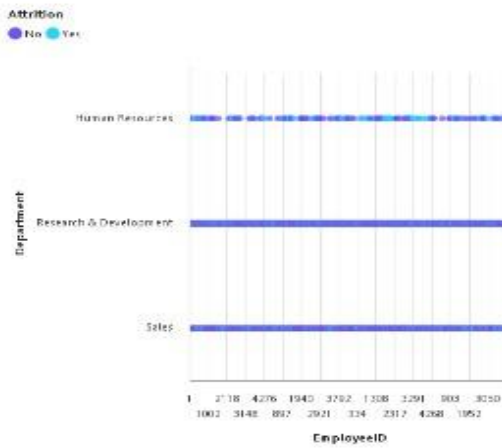


Attrition Report

Attrition Employee Count

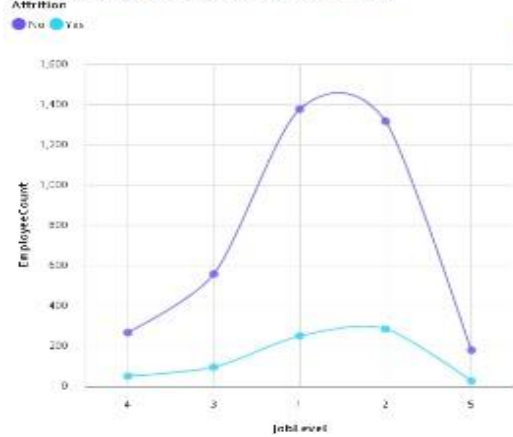


Department Wise Attrition



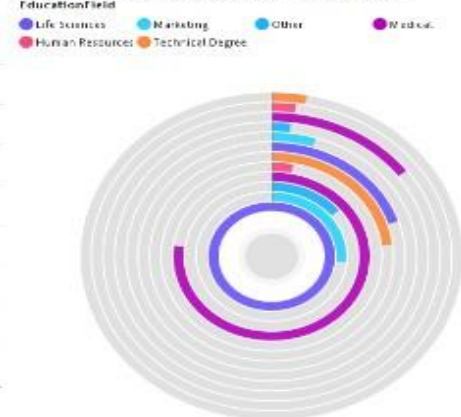
Attrition based on Job level

Visualization rendering is not supported for this output type.



Attrition Respective to Education Field

Visualization rendering is not supported for this output type.



Feature 2:



7.3 Database Schema

The screenshot displays the IBM Db2 on Cloud management console. The 'Schemas' section on the left shows a table with columns 'Name', 'Type', and 'Tables'. It lists one schema, 'RSW27482', which is of type 'User' and contains 3 tables. The 'Tables' section on the right shows a table with columns 'Name', 'Schema', and 'Properties'. It lists three tables: 'EMPSURVEY', 'GENERAL', and 'MANAGERSURVEY', all associated with the 'RSW27482' schema. The interface includes a search bar at the top, navigation tabs for 'Load Data', 'Load History', 'Tables', 'Views', 'Indexes', 'Aliases', 'MQTs', 'Sequences', and 'Application objects', and a sidebar with various tool icons.

RESULTS

7.1 PERFORMANCE METRICS

S.No.	Parameter	Screenshot / Values
1.	Dashboard design	No of Visualizations / Graphs - 11
2.	Data Responsiveness	Dynamic Responses
3.	Amount Data to Rendered (DB2 Metrics)	Connect anonymously Schema = RSW27482 (3/3)
4.	Utilization of Data Filters	Attrition= no, exclusively for most cases
5.	Effective User Story	No of Scene Added - 3
6.	Descriptive Reports	No of Visualizations / Graphs - 4

8. Advantages & Disadvantages

Advantages

1. Retaining of talented employees
2. Constant incentives lead to more productive work from employees
3. Much livelier work environments
4. Loyalty benefits
5. Satisfied employees with improved worklife balance
6. Provides accurate appraisal methods

Disadvantages

1. Dependency on third party analysts
2. Employee details privacy concern
3. Deconstructs the classic delegation of authority
4. Need for an cognos account

9.CONCLUSION

While employee attrition isn't necessarily a bad thing, you should do your best to monitor the pulse of your workplace to stop it in its tracks as early as you can. Similar to turnover, it's an important metric that tells a lot about your employer branding, hiring practices, and overall workplace culture.

10.Future Scope

The ever enhancing, more visual and better representation of unstructured data. It could also be integrated into custom applications within individual organisation. As the use of such techniques increases and more better solutions are identified, after a certain point, the underlying analysing pattern can even be automated.

11. Appendix

Source code

```
<!DOCTYPE html>
<html lang="en">

<head>
  <meta charset="utf-8">
  <meta content="width=device-width, initial-scale=1.0" name="viewport">

  <title>Attrition Cognos</title>
  <meta content="" name="description">
  <meta content="" name="keywords">

  <!-- Favicons -->
  <link href="assets/img/favicon.png" rel="icon">
  <link href="assets/img/apple-touch-icon.png" rel="apple-touch-icon">

  <!-- Google Fonts -->
  <link
href="https://fonts.googleapis.com/css?family=Open+Sans:300,300i,400,400i,600,
600i,700,700i|Jost:300,300i,400,400i,500,500i,600,600i,700,700i|Poppins:300,30
0i,400,400i,500,500i,600,600i,700,700i" rel="stylesheet">

  <!-- Vendor CSS Files -->
  <link href="assets/vendor/aos/aos.css" rel="stylesheet">
  <link href="assets/vendor/bootstrap/css/bootstrap.min.css" rel="stylesheet">
  <link href="assets/vendor/bootstrap-icons/bootstrap-icons.css"
rel="stylesheet">
  <link href="assets/vendor/boxicons/css/boxicons.min.css" rel="stylesheet">
  <link href="assets/vendor/glightbox/css/glightbox.min.css" rel="stylesheet">
  <link href="assets/vendor/remixicon/remixicon.css" rel="stylesheet">
  <link href="assets/vendor/swiper/swiper-bundle.min.css" rel="stylesheet">

  <!-- Template Main CSS File -->
  <link href="assets/css/style.css" rel="stylesheet">

  <!-- =====
  * Template Name: Arsha - v4.9.1
  * Template URL: https://bootstrapmade.com/arsha-free-bootstrap-html-
template-corporate/
  * Author: BootstrapMade.com
  * License: https://bootstrapmade.com/license/
  ===== -->
</head>
```

```

<body>

  <!-- ===== Header ===== -->
  <header id="header" class="fixed-top ">
    <div class="container d-flex align-items-center">

      <h1 class="logo me-auto"><a href="index.html">ATTRITION COGNOS</a></h1>
      <!-- Uncomment below if you prefer to use an image logo -->
      <!-- <a href="index.html" class="logo me-auto"></a>-->

      <nav id="navbar" class="navbar">
        <ul>
          <li><a class="nav-link scrollto active" href="#hero">Home</a></li>
          <li><a class="nav-link scrollto" href="#about">About</a></li>
          <!-- <li><a class="nav-link scrollto"
href="#services">Services</a></li> -->
          <!-- <li><a class="nav-link scrollto"
href="#portfolio">Portfolio</a></li> -->
          <li><a class="nav-link scrollto" href="#team">Team</a></li>
          <!-- <li class="dropdown"><a href="#"><span>Drop Down</span> <i
class="bi bi-chevron-down"></i></a>
            <ul>
              <li><a href="#">Drop Down 1</a></li>
              <li class="dropdown"><a href="#"><span>Deep Drop Down</span> <i
class="bi bi-chevron-right"></i></a>
                <ul>
                  <li><a href="#">Deep Drop Down 1</a></li>
                  <li><a href="#">Deep Drop Down 2</a></li>
                  <li><a href="#">Deep Drop Down 3</a></li>
                  <li><a href="#">Deep Drop Down 4</a></li>
                  <li><a href="#">Deep Drop Down 5</a></li>
                </ul>
              </li>
              <li><a href="#">Drop Down 2</a></li>
              <li><a href="#">Drop Down 3</a></li>
              <li><a href="#">Drop Down 4</a></li>
            </ul>
          </li> -->
          <li><a class="nav-link scrollto" href="#contact">Contact</a></li>
          <li><a class="getstarted scrollto" href="#about">Get
Started</a></li>
        </ul>
        <i class="bi bi-list mobile-nav-toggle"></i>
      </nav><!-- .navbar -->

    </div>
  </header><!-- End Header -->

```

```

<!-- ===== Hero Section ===== -->
<section id="hero" class="d-flex align-items-center">

  <div class="container">
    <div class="row">
      <div class="col-lg-6 d-flex flex-column justify-content-center pt-4
pt-lg-0 order-2 order-lg-1" data-aos="fade-up" data-aos-delay="200">
        <h1>Better Solutions For Your Enterprises</h1>
        <!-- <h2>We are team of talented designers making websites with
Bootstrap</h2>-->
        <div class="d-flex justify-content-center justify-content-lg-start">
          <a href="#about" class="btn-get-started scrollto">Get Started</a>
          <a href="https://www.youtube.com/watch?v=jDDaplaOz7Q"
class="glightbox btn-watch-video"><i class="bi bi-play-circle"></i><span>Watch
Video</span></a>
          &nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;<a href="https://github.com/IBM-
EPBL/IBM-Project-32334-1660209274" target="_blank"></a>
        </div>
      </div>
      <div class="col-lg-6 order-1 order-lg-2 hero-img" data-aos="zoom-in"
data-aos-delay="200">
        
      </div>
    </div>
  </div>
</section><!-- End Hero -->

<main id="main">

  <!-- ===== Clients Section ===== -->
  <section id="clients" class="clients section-bg">
    <div class="container">

      <!--<div class="row" data-aos="zoom-in">

        <div class="col-lg-2 col-md-4 col-6 d-flex align-items-center
justify-content-center">
          
        </div>

        <div class="col-lg-2 col-md-4 col-6 d-flex align-items-center
justify-content-center">

```

```

        
    </div>

    <div class="col-lg-2 col-md-4 col-6 d-flex align-items-center
justify-content-center">
        
    </div>

    <div class="col-lg-2 col-md-4 col-6 d-flex align-items-center
justify-content-center">
        
    </div>

    <div class="col-lg-2 col-md-4 col-6 d-flex align-items-center
justify-content-center">
        
    </div>

    <div class="col-lg-2 col-md-4 col-6 d-flex align-items-center
justify-content-center">
        
    </div>

</div>-->

</div>
</section><!-- End Cliens Section -->

<!-- ===== About Us Section ===== -->
<section id="about" class="about">
    <div class="container" data-aos="fade-up">

        <div class="section-title">
            <h2>About</h2>
        </div>

        <h5>The key to success in any organization is attracting and retaining
top talent. As an HR analyst one of the key task is to determine which factors
keep employees at the company and which prompt others to leave. Given in the
data is a set of data points on the employees who are either currently working
within the company or have resigned. The objective is to identify and improve
these factors to prevent loss of good people.</h5>

```

```

        <!-- <div class="row content">
            <div class="col-lg-6">
                <p>
                    <h3>Team Members</h3>
                </p>
                <ul>
                    <li><i class="ri-check-double-line"></i> Praveen Kumar
(Lead)</li>
                    <li><i class="ri-check-double-line"></i> Balamurugan</li>
                    <li><i class="ri-check-double-line"></i> Amjad Ahamed</li>
                    <li><i class="ri-check-double-line"></i> Mohamed Asif
Salman</li>
                </ul>
            </div>
            <div class="col-lg-6 pt-4 pt-lg-0">
                <p>
                    <h3>MIET Engineering College</h3><br>
                    Final Year Students
                </p>
                <a href="#" class="btn-learn-more">Learn More</a>
            </div>
        </div>-->

</div>
</section><!-- End About Us Section -->

<!-- ===== Why Us Section ===== -->
<!-- <section id="why-us" class="why-us section-bg">
    <div class="container-fluid" data-aos="fade-up">

        <div class="row">

            <div class="col-lg-7 d-flex flex-column justify-content-center
align-items-stretch order-2 order-lg-1">

                <iframe
src="https://us3.ca.analytics.ibm.com/bi/?perspective=dashboard&pathRef=.m
y_folders%2FDashboard%2FEmployee%2BAttrition%2BDashboard&closeWindowOnLast
View=true&ui_appbar=false&ui_navbar=false&shareMode=embedded&action=view&mode=dashboard&subView=model000001841893cffb_00000000"
margin="20%" width="100%" height="200%" frameborder="0" gesture="media"
allow="encrypted-media" allowfullscreen=""></iframe>

                <div class="content">
                    <h3>Eum ipsam laborum deleniti <strong>velit pariat
aut nihil</strong></h3>
                <p>

```

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Duis aute irure dolor in reprehenderit

</p>
 </div>

<div class="accordion-list">

 <a data-bs-toggle="collapse" class="collapse" data-bs-target="#accordion-list-1">01 Non consectetur a erat nam at lectus urna duis? <i class="bx bx-chevron-down icon-show"></i><i class="bx bx-chevron-up icon-close"></i>
 <div id="accordion-list-1" class="collapse show" data-bs-parent=".accordion-list">
 <p>
 Feugiat pretium nibh ipsum consequat. Tempus iaculis urna id volutpat lacus laoreet non curabitur gravida. Venenatis lectus magna fringilla urna porttitor rhoncus dolor purus non.
 </p>
 </div>

 <a data-bs-toggle="collapse" data-bs-target="#accordion-list-2" class="collapsed">02 Feugiat scelerisque varius morbi enim nunc? <i class="bx bx-chevron-down icon-show"></i><i class="bx bx-chevron-up icon-close"></i>
 <div id="accordion-list-2" class="collapse" data-bs-parent=".accordion-list">
 <p>
 Dolor sit amet consectetur adipiscing elit pellentesque habitant morbi. Id interdum velit laoreet id donec ultrices. Fringilla phasellus faucibus scelerisque eleifend donec pretium. Est pellentesque elit ullamcorper dignissim. Mauris ultrices eros in cursus turpis massa tincidunt dui.
 </p>
 </div>

 <a data-bs-toggle="collapse" data-bs-target="#accordion-list-3" class="collapsed">03 Dolor sit amet consectetur adipiscing elit? <i class="bx bx-chevron-down icon-show"></i><i class="bx bx-chevron-up icon-close"></i>
 <div id="accordion-list-3" class="collapse" data-bs-parent=".accordion-list">
 <p>

```

        Eleifend mi in nulla posuere sollicitudin aliquam
        ultrices sagittis orci. Faucibus pulvinar elementum integer enim. Sem nulla
        pharetra diam sit amet nisl suscipit. Rutrum tellus pellentesque eu tincidunt.
        Lectus urna duis convallis convallis tellus. Urna molestie at elementum eu
        facilisis sed odio morbi quis
        </p>
        </div>
    </li>

    </ul>
</div>

</div>

    <div class="col-lg-5 align-items-stretch order-1 order-lg-2 img"
    style='background-image: url("assets/img/why-us.png");' data-aos="zoom-in"
    data-aos-delay="150">&nbsp;</div>
    </div>

</div>
</section><!-- End Why Us Section -->

<section id="why-us" class="why-us section-bg">
    <div class="container-fluid" data-aos="fade-up">
        <style>
            h2{
                text-align: center;
                color: #37517E;
            }
        </style>
        <h2>Attrition Dashbord</h2>
        <div class="container" data-aos="fade-up"></div>
        <iframe
src="https://us3.ca.analytics.ibm.com/bi/?perspective=dashboard&pathRef=.m
y_folders%2FDashboard%2FEmployee%2BAttrition%2BDashboard&closeWindowOnLast
View=true&ui_appbar=false&ui_navbar=false&shareMode=embedded&a
ction=view&mode=dashboard&subView=model000001841893cffb_00000000"
width="1500" height="1000" frameborder="0" gesture="media" allow="encrypted-
media" allowfullscreen=""></iframe>
        <div class="row">

        <!-- ===== Skills Section ===== -->
        <section id="skills" class="skills">
            <div class="container" data-aos="fade-up">

                <div class="row">

```



```

<div class="col-lg-6 d-flex align-items-center" data-aos="fade-
right" data-aos-delay="100">
  
</div>
<div class="col-lg-6 pt-4 pt-lg-0 content" data-aos="fade-left"
data-aos-delay="100">
  <h3>Technologies Used</h3>
  <!-- <p class="fst-italic">
    Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do
    eiusmod tempor incididunt ut labore et dolore
    magna aliqua.
  </p>-->

  <div class="skills-content">

    <div class="progress">
      <span class="skill">HTML <i class="val">60%</i></span>
      <div class="progress-bar-wrap">
        <div class="progress-bar" role="progressbar" aria-
valuenow="60" aria-valuemin="0" aria-valuemax="100"></div>
      </div>
    </div>

    <div class="progress">
      <span class="skill">CSS <i class="val">50%</i></span>
      <div class="progress-bar-wrap">
        <div class="progress-bar" role="progressbar" aria-
valuenow="50" aria-valuemin="0" aria-valuemax="100"></div>
      </div>
    </div>

    <div class="progress">
      <span class="skill">JavaScript <i class="val">30</i></span>
      <div class="progress-bar-wrap">
        <div class="progress-bar" role="progressbar" aria-
valuenow="30" aria-valuemin="0" aria-valuemax="100"></div>
      </div>
    </div>

    <div class="progress">
      <span class="skill">Cognos Analytics <i
class="val">100%</i></span>
      <div class="progress-bar-wrap">
        <div class="progress-bar" role="progressbar" aria-
valuenow="100" aria-valuemin="0" aria-valuemax="100"></div>
      </div>
    </div>
  </div>

```

```

        </div>

    </div>
</div>

</div>
</section><!-- End Skills Section -->

===== Team Section ===== -->
<section id="team" class="team section-bg">
    <div class="container" data-aos="fade-up">

        <div class="section-title">
            <h2>Team</h2>
            <p>Magnam dolores commodi suscipit. Necessitatibus eius consequatur
ex aliquid fuga eum quidem. Sit sint consectetur velit. Quisquam quos quisquam
cupiditate. Et nemo qui impedit suscipit alias ea. Quia fugiat sit in iste
officiis commodi quidem hic quas.</p>
        </div>

        <div class="row">

            <div class="col-lg-6">
                <div class="member d-flex align-items-start" data-aos="zoom-in"
data-aos-delay="100">
                    <div class="pic"></div>
                    <div class="member-info">
                        <h4>Praveen Kumar</h4>
                        <span>Team Head</span>
                        <!-- <p>Explicabo voluptatem mollitia et repellat qui dolorum
quasi</p>-->
                        <div class="social">
                            <a href=""><i class="ri-twitter-fill"></i></a>
                            <a href=""><i class="ri-facebook-fill"></i></a>
                            <a href=""><i class="ri-instagram-fill"></i></a>
                            <a href=""><i class="ri-linkedin-box-fill"></i></a>
                        </div>
                    </div>
                </div>

            <div class="col-lg-6 mt-4 mt-lg-0">
                <div class="member d-flex align-items-start" data-aos="zoom-in"
data-aos-delay="200">

```

```

        <div class="pic"></div>
        <div class="member-info">
            <h4>Balamurugan</h4>
            <span>Team Member</span>
            <!--<p>Aut maiores voluptates amet et quis praesentium qui
senda para</p> -->
            <div class="social">
                <a href=""><i class="ri-twitter-fill"></i></a>
                <a href=""><i class="ri-facebook-fill"></i></a>
                <a href=""><i class="ri-instagram-fill"></i></a>
                <a href=""> <i class="ri-linkedin-box-fill"></i> </a>
            </div>
        </div>
    </div>

    <div class="col-lg-6 mt-4">
        <div class="member d-flex align-items-start" data-aos="zoom-in"
data-aos-delay="300">
            <div class="pic"></div>
            <div class="member-info">
                <h4>Amjad Ahamed</h4>
                <span>Team Member</span>
                <!-- <p>Quisquam facilis cum velit laborum corrupti fuga rerum
quia</p> -->
                <div class="social">
                    <a href=""><i class="ri-twitter-fill"></i></a>
                    <a href=""><i class="ri-facebook-fill"></i></a>
                    <a href=""><i class="ri-instagram-fill"></i></a>
                    <a href=""> <i class="ri-linkedin-box-fill"></i> </a>
                </div>
            </div>
        </div>
    </div>

    <div class="col-lg-6 mt-4">
        <div class="member d-flex align-items-start" data-aos="zoom-in"
data-aos-delay="400">
            <div class="pic"></div>
            <div class="member-info">
                <h4>Mohamed Asif Salman</h4>
                <span>Team Member</span>
                <!-- <p>Dolorum tempora officiis odit laborum officiis et et
accusamus</p> -->
                <div class="social">

```

```

        <a href=""><i class="ri-twitter-fill"></i></a>
        <a href=""><i class="ri-facebook-fill"></i></a>
        <a href=""><i class="ri-instagram-fill"></i></a>
        <a href=""> <i class="ri-linkedin-box-fill"></i> </a>
    </div>
</div>
</div>
</div>

</div>
</section><!-- End Team Section -->

    <h2>Attrition Stories</h2>
    <iframe
src="https://us3.ca.analytics.ibm.com/bi/?perspective=story&pathRef=.my_folders%2FStory%2FAttrition%2BStory&closeWindowOnLastView=true&ui_appbar=false&ui_navbar=false&shareMode=embedded&action=view&sceneId=model0000018422b863e1_00000000&sceneTime=0" width="1000" height="1000"
frameborder="0" gesture="media" allow="encrypted-media"
allowfullscreen=""></iframe>

<!-- ===== Frequently Asked Questions Section ===== -->
<section id="faq" class="faq section-bg">
    <div class="container" data-aos="fade-up">

        <div class="section-title">
            <h2>Frequently Asked Questions</h2>
            <p>Magna dolores commodi suscipit. Necessitatibus eius consequatur ex aliquid fuga eum quidem. Sit sint consectetur velit. Quisquam quos quisquam cupiditate. Et nemo qui impedit suscipit alias ea. Quia fugiat sit in iste officiis commodi quidem hic quas.</p>
        </div>

        <div class="faq-list">
            <ul>
                <li data-aos="fade-up" data-aos-delay="100">
                    <i class="bx bx-help-circle icon-help"></i> <a data-bs-toggle="collapse" class="collapse" data-bs-target="#faq-list-1">What are the existing solutions? <i class="bx bx-chevron-down icon-show"></i><i class="bx bx-chevron-up icon-close"></i></a>
                    <div id="faq-list-1" class="collapse show" data-bs-parent=".faq-list">

```

```

        <p>
            More along the lines of prediction, based on past behaviour
and choices, probably effecting the organisation as well
        </p>
    </div>
</li>

    <li data-aos="fade-up" data-aos-delay="200">
        <i class="bx bx-help-circle icon-help"></i> <a data-bs-
toggle="collapse" data-bs-target="#faq-list-2" class="collapsed">What is the
proposed solution? <i class="bx bx-chevron-down icon-show"></i><i class="bx
bx-chevron-up icon-close"></i></a>
        <div id="faq-list-2" class="collapse" data-bs-parent=".faq-
list">
            <p>
                Identifying employees interest or lack of thereof inorder to
provide them deserving raise and incentives for further improvement
            </p>
        </div>
    </li>

    <li data-aos="fade-up" data-aos-delay="300">
        <i class="bx bx-help-circle icon-help"></i> <a data-bs-
toggle="collapse" data-bs-target="#faq-list-3" class="collapsed">How does this
differ from existing ones?<i class="bx bx-chevron-down icon-show"></i><i
class="bx bx-chevron-up icon-close"></i></a>
        <div id="faq-list-3" class="collapse" data-bs-parent=".faq-
list">
            <p>
                We don't exactly dwell on predictive algorithms, but rather
take the employees current behavior and performance
            </p>
        </div>
    </li>

    <li data-aos="fade-up" data-aos-delay="400">
        <i class="bx bx-help-circle icon-help"></i> <a data-bs-
toggle="collapse" data-bs-target="#faq-list-4" class="collapsed">How is this
going to benefit an enterprise?<i class="bx bx-chevron-down icon-show"></i><i
class="bx bx-chevron-up icon-close"></i></a>
        <div id="faq-list-4" class="collapse" data-bs-parent=".faq-
list">
            <p>
                Retaining experienced and talented employees provides faster
and productive solutions
            </p>
        </div>
    </li>

```

```

        <li data-aos="fade-up" data-aos-delay="500">
            <i class="bx bx-help-circle icon-help"></i> <a data-bs-
toggle="collapse" data-bs-target="#faq-list-5" class="collapsed">What are the
performance metrics to be considered? <i class="bx bx-chevron-down icon-
show"></i><i class="bx bx-chevron-up icon-close"></i></a>
            <div id="faq-list-5" class="collapse" data-bs-parent=".faq-
list">
                <p>
                    Environmental satisfaction, <br>
                    Worklife balance, <br>
                    Ability and interest of employees. <br>
                </p>
            </div>
        </li>

    </ul>
</div>

</div>
</section><!-- End Frequently Asked Questions Section -->

<!-- ===== Contact Section ===== -->
<section id="contact" class="contact">
    <div class="container" data-aos="fade-up">

        <div class="section-title">
            <h2>Contact</h2>
        </div>

        <div class="row">

            <div class="col-lg-5 d-flex align-items-stretch">
                <div class="info">
                    <div class="address">
                        <i class="bi bi-geo-alt"></i>
                        <h4>Location:</h4>
                        <p>Trichy, Tamil Nadu, India</p>
                    </div>

                    <div class="email">
                        <i class="bi bi-envelope"></i>
                        <h4>Email:</h4>
                        <p>confidenceIllathaBoys@gmail.com</p>
                    </div>

                    <div class="phone">
                        <i class="bi bi-phone"></i>

```

```

        <h4>Call:</h4>
        <p>+91 98765 43210</p>
    </div>

    <iframe
src="https://www.google.com/maps/embed?pb=!1m18!1m12!1m3!1d125406.10799859573!
2d78.61898698570937!3d10.815836759161419!2m3!1f0!2f0!3f0!3m2!1i1024!2i768!4f13
.1!3m3!1m2!1s0x3baaf50ff2aecdad%3A0x6de02c3bedbbaea6!2sTiruchirappalli%2C%20Ta
mil%20Nadu!5e0!3m2!1sen!2sin!4v1668669149973!5m2!1sen!2sin" width="600"
height="450" style="border:0;" allowfullscreen="" loading="lazy"
referrerpolicy="no-referrer-when-downgrade">
    </iframe>
</div>

</div>

    <div class="col-lg-7 mt-5 mt-lg-0 d-flex align-items-stretch">
        <form action="forms/contact.php" method="post" role="form"
class="php-email-form">
            <div class="row">
                <div class="form-group col-md-6">
                    <label for="name">Your Name</label>
                    <input type="text" name="name" class="form-control"
id="name" required>
                </div>
                <div class="form-group col-md-6">
                    <label for="name">Your Email</label>
                    <input type="email" class="form-control" name="email"
id="email" required>
                </div>
                <div class="form-group">
                    <label for="name">Subject</label>
                    <input type="text" class="form-control" name="subject"
id="subject" required>
                </div>
                <div class="form-group">
                    <label for="name">Message</label>
                    <textarea class="form-control" name="message" rows="10"
required></textarea>
                </div>
                <div class="my-3">
                    <div class="loading">Loading</div>
                    <div class="error-message"></div>
                    <div class="sent-message">Your message has been sent. Thank
you!</div>
                </div>
            </div>
        </form>
    </div>

```

```

        <div class="text-center"><button type="submit">Send
Message</button></div>
    </form>
</div>

</div>

</div>
</section><!-- End Contact Section -->

</main><!-- End #main -->

<!-- ===== Footer =====>
<footer id="footer">

    <div class="footer-newsletter">
        <div class="container">
            <div class="row justify-content-center">
                <div class="col-lg-6">
                    <h4>Join Our Newsletter</h4>
                    <p>Tamen quem nulla quae legam multos aute sint culpa legam noster
magna</p>
                    <form action="" method="post">
                        <input type="email" name="email"><input type="submit"
value="Subscribe">
                    </form>
                </div>
            </div>
        </div>
    </div>
</div> -->

<div class="footer-top">
    <div class="container">
        <div class="row">

            <!-- <div class="col-lg-3 col-md-6 footer-contact">
                <h3>Arsha</h3>
                <p>
                    A108 Adam Street <br>
                    New York, NY 535022<br>
                    United States <br><br>
                    <strong>Phone:</strong> +1 5589 55488 55<br>
                    <strong>Email:</strong> info@example.com<br>
                </p>
            </div>

            <div class="col-lg-3 col-md-6 footer-links">
                <h4>Useful Links</h4>

```



```

        <ul>
            <li><i class="bx bx-chevron-right"></i> <a
href="#">Home</a></li>
            <li><i class="bx bx-chevron-right"></i> <a href="#">About
us</a></li>
            <li><i class="bx bx-chevron-right"></i> <a
href="#">Services</a></li>
            <li><i class="bx bx-chevron-right"></i> <a href="#">Terms of
service</a></li>
            <li><i class="bx bx-chevron-right"></i> <a href="#">Privacy
policy</a></li>
        </ul>
    </div>

    <div class="col-lg-3 col-md-6 footer-links">
        <h4>Our Services</h4>
        <ul>
            <li><i class="bx bx-chevron-right"></i> <a href="#">Web
Design</a></li>
            <li><i class="bx bx-chevron-right"></i> <a href="#">Web
Development</a></li>
            <li><i class="bx bx-chevron-right"></i> <a href="#">Product
Management</a></li>
            <li><i class="bx bx-chevron-right"></i> <a
href="#">Marketing</a></li>
            <li><i class="bx bx-chevron-right"></i> <a href="#">Graphic
Design</a></li>
        </ul>
    </div> -->

    <div class="col-lg-3 col-md-6 footer-links">
        <h4>Our Social Networks</h4>
        <p>Feel free to contact </p>
        <div class="social-links mt-3">
            <a href="#" class="twitter"><i class="bx bxl-twitter"></i></a>
            <a href="#" class="facebook"><i class="bx bxl-facebook"></i></a>
            <a href="#" class="instagram"><i class="bx bxl-
instagram"></i></a>
            <a href="#" class="google-plus"><i class="bx bxl-skype"></i></a>
            <a href="#" class="linkedin"><i class="bx bxl-linkedin"></i></a>
        </div>
    </div>

</div>
</div>
</div>

<div class="container footer-bottom clearfix">

```

```

    <div class="copyright">
        &copy; Copyright <strong><span>Attrition Cognos</span></strong>. All
Rights Reserved
    </div>
    <div class="credits">
        <!-- All the links in the footer should remain intact. -->
        <!-- You can delete the links only if you purchased the pro version. -
-->

        <!-- Licensing information: https://bootstrapmade.com/license/ -->
        <!-- Purchase the pro version with working PHP/AJAX contact form:
https://bootstrapmade.com/arsha-free-bootstrap-html-template-corporate/ -->
    </div>
</div>

</footer><!-- End Footer -->

<div id="preloader"></div>
<a href="#" class="back-to-top d-flex align-items-center justify-content-
center"><i class="bi bi-arrow-up-short"></i></a>

<!-- Vendor JS Files -->
<script src="assets/vendor/aos/aos.js"></script>
<script src="assets/vendor/bootstrap/js/bootstrap.bundle.min.js"></script>
<script src="assets/vendor/glightbox/js/glightbox.min.js"></script>
<script src="assets/vendor/isotope-layout/isotope.pkgd.min.js"></script>
<script src="assets/vendor/swiper/swiper-bundle.min.js"></script>
<script src="assets/vendor/waypoints/noframework.waypoints.js"></script>
<script src="assets/vendor/php-email-form/validate.js"></script>

<!-- Template Main JS File -->
<script src="assets/js/main.js"></script>

</body>

</html>

```

GitHub Link

<https://github.com/IBM-EPBL/IBM-Project-32839-166021249>

