Team ID: PNT2022TMID03456

Project Title: Corporate Employee Attrition Analytics

Define CS, fit into CC

Explore AS, different

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

1. CUSTOMER SEGMENT(S)	CS	6. CUSTOMER CONSTRAINTS	CC	5. AVAILABLE SOLUTIONS	AS

1. CUSTOMER SEGMENT(S) — CS

HRs of corporate companies

6. CUSTOMER CONSTRAINTS — CC

Spending capacity, economic limitations, and insufficient resources

5. AVAILABLE SOLUTIONS — AS

A dashboard to track the numerous reasons why people leave their positions and to provide HR with advice on dealing with various attrition issues.

2. JOBS-TO-BE-DONE / PROBLEMS

Create a supervised machine learning model using regression algorithms to predict the cause of employee attrition based on the following factors.

Execution, job satisfaction, affiliates, and the distance between homes and workplaces are all factors.

9. PROBLEM ROOT CAUSE — RC

Because it takes a long time to manually analyses the causes of employee attrition, the person might have quit before the cause was found, wasting important human resources
.
Significant human effort is needed.

7. BEHAVIOUR — BE

The algorithm acts in a way that minimises the time and effort needed by humans to manually compile and identify the many causes of employee attrition.

Additionally, it draws attention to the key factors that contribute to employee attrition for the primary clients, the corporate HR departments.

Identify stron

3. TRIGGERS `TR`

The most crucial factors that must receive urgent attention to lower attrition in the company are directly predictable by and visible to the customers..

4. EMOTIONS: BEFORE / AFTER `EM`

Before: Lost in a sea of information, perplexed by several causes, Putting yourself in the position of other workers.
After: Clear- headed, Action ready

10. YOUR SOLUTION `SL`

The major goal of this research is to use Machine Learning (ML) algorithms to anticipate the primary causes of employee attrition in corporate firms. The project should take into account factors such as job progress, employee satisfaction, subsidiaries, and rewards, among others, and create a dashboard for simple comprehension of attrition statistics.

8. CHANNELS of BEHAVIOUR `CH`

8.1 ONLINE
An online dashboard will be made available to the customer so they may monitor real-time statistics on the different employee attrition factors.

8.2 OFFLINE
8.3 Based on the causes of attrition, the customers would take steps to reduce it.