CORPORATE EMPLOYEE ATTRITION ANALYTICS

TEAM MEMBERS:

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1.INTRODUCTION

1.1 PROJECT OVERVIEW

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 the factor to prevent loss of good people.

1.2 PURPOSE

Every organization wants its valuable employees to be a part of its organization for a long period. Still, when many employees start leaving, it will be a concern for the organization. The key to success for any organization is attracting and retaining top talent. One of the key tasks is to determine which factors keep employees at the company and which prompt others to leave. It's more cost-effective to keep the employees a company already has.

A company needs to maintain a pleasant working atmosphere to make their employees stay in that company for a longer period. To reduce the cost of attrition, organizations need to ensure that employees' aspirations are met.

2.LITERATURE SURVEY

2.1 EXISTING PROBLEM:

Attrition analysis contributes to the details generated by HR managers on employees leaving the company. The problems in those systems are lack of accuracy and lack of tools for analysis to be performed.The process for the HR to determine the factor of attrition and the factor which makes the employees to stay in the organisation is huge and complicated.

2.2 REFERENCES:

1. Anjali Chourey, Prof. Sunil Phulre, Dr. Sadhna Mishra "A SURVEY PAPER ON EMPLOYEE ATTRITION PREDICTION USING MACHINE LEARNING TECHNIQUES" in 2019.

2. G.Pratibha , Dr. Nagaratna P Hegde, "Analytical Survey on Prediction of Employee Attrition Non parametric tuning Algorithms " in 2022

3. V. Krishna Priya, H.H Harasudha, "A study on employee attrition with reference to Lanson, Toyota, chennai" in 2017.

4. Kamalaveni M.S , T Vetrivel , Ramesh S, " A review of literature on employee retention" in 2019.

2.3 PROBLEM STATEMENT:

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.

# 3.IDEATION & PROPOSED SOLUTION

3.1 EMPATHY MAP CANVAS

The Empathy Map was created with a pretty specific set of ideas and is designed as a framework to complement an exercise in developing empathy.
This particular tool helps teams develop deep, shared understanding and empathy for other people. People use it to help them improve customer experience, to navigate organizational politics, to design better work environments, and a host of other things.
The Empathy Map has succeeded beyond our wildest dreams.Place the compass in the center slot of the 3x3 crafting table area, and insert a paper in each of the other nine slots. You now have an empty map, ready to be filled out.
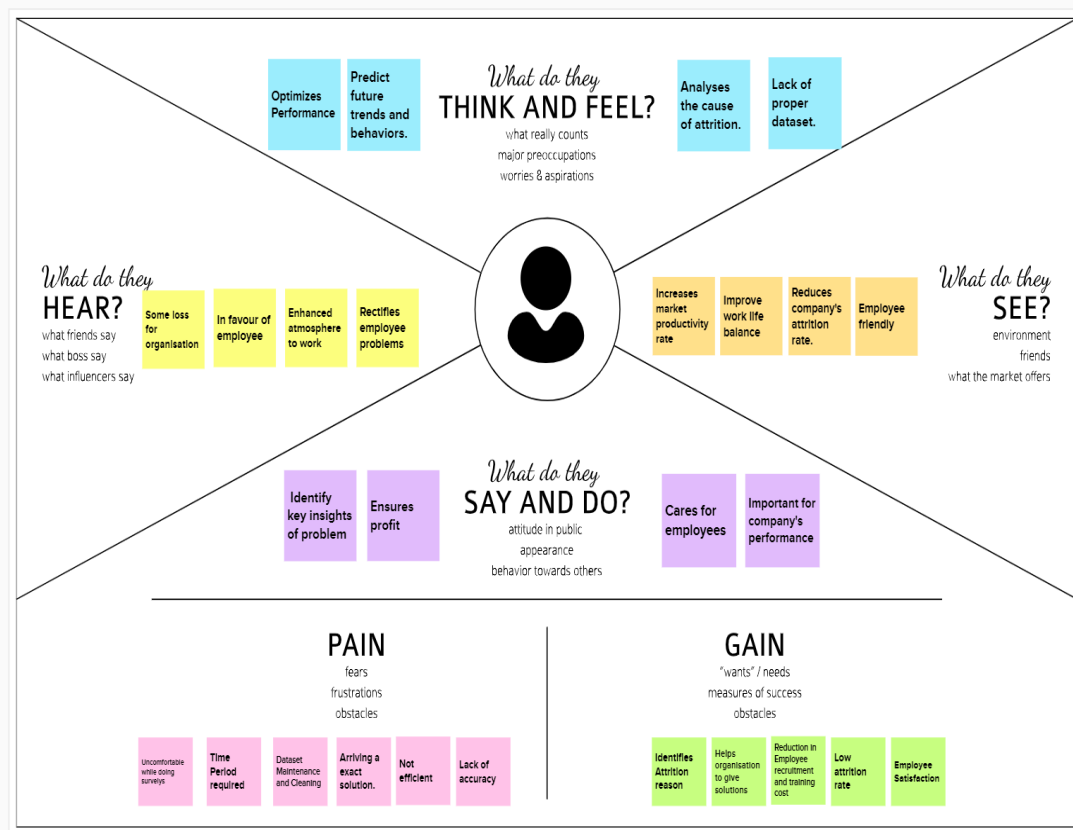
3.2 IDEATION & BRAINSTROMING

Ideation is a creative process where designers generate ideas in sessions (e.g., brainstorming, worst possible idea). It is the third stage in the Design Thinking process. Participants gather with open minds to produce as many ideas as they can to address a problem statement in a facilitated, judgment-free environment.Brainstorming is an activity that will help you generate more innovative ideas. It's one of many methods of ideation—the process of coming up with new ideas—and it's core to the design thinking process.As you can see, ideation is not just a one-time idea generation or a brainstorming session. In fact, we can divide ideation in these three stages: generation, selection, and development.
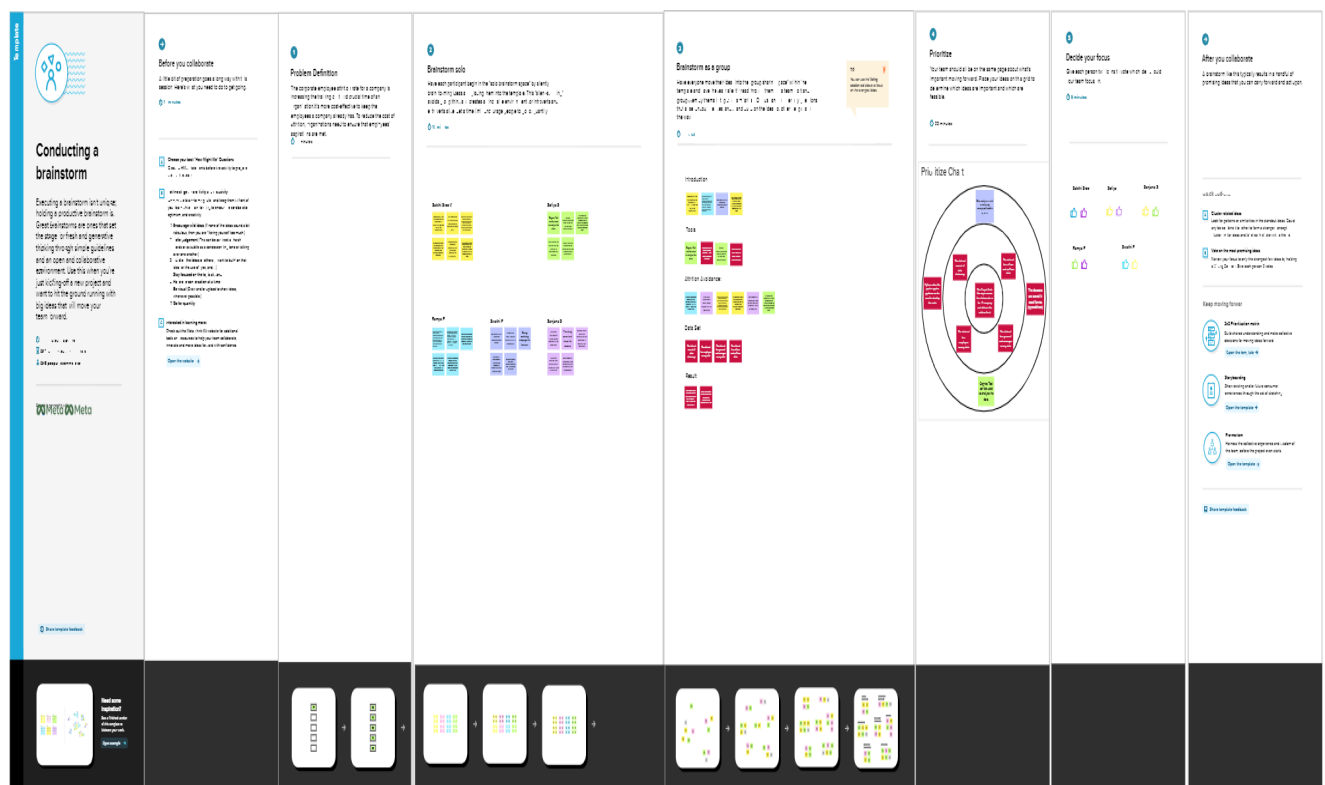
3.3 PROPOSED SOLUTION

Organisation require skilled employee to work in their organization, but the employees leave the company. This causes a major concern for the organization as it incur a major loss for them. To find the exact reason analysis is done to overcome it. This analysis is carried using a tool called IBM cognos. This tool helps us to visualize the attrition cause and gives us the solution.

Project Design Phase-I
Proposed Solution Template

Date	19 September 2022
Team ID	PNT2022TMID00680
Project Name	Corporate Employee Attrition Analytics
Maximum Marks	2 Marks

Proposed Solution Template:

Project team shall fill the following information in proposed solution template.

S.No.	Parameter	Description
1.	Problem Statement (Problem to be solved)	In this project we analyse the dataset and find out the reason for the attrition in the organisation.
2.	Idea / Solution description	To visualize the dataset and identify the major problem for attrition and giving solutions based on problems.
3.	Novelty / Uniqueness	Difficulty in finding individual personnel problem but with proper collection of data, major problem can be identified.
4.	Social Impact / Customer Satisfaction	This project will help the organisation's CEO or HR's to reduce their company's attrition rate.
5.	Business Model (Revenue Model)	It is a customized model. It can provide different solution according to the organisations.
6.	Scalability of the Solution	Our solution is scalable for large and small dataset. It provides efficient solution despite the size of dataset.

3.4 PROBLEM SOLUTION FIT

The Problem-Solution Fit simply means that you have found a problem with your customer and that the solution you have realized for it actually solves the customer's problem.Problem-solution fit is a term used to describe the point validating that the base problem resulting in a business idea really exists and the proposed solution actually solves that problem. Validate that the problem exists: When you validate your problem hypothesis using real-world data and feedback.The Problem-Solution Fit is an important step towards the Product-Market Fit, but often an underestimated one.

Project Title: Corporate Employee Attrition Analytics | **Project Design Phase-I - Solution Fit Template** | **Team ID:** PNT2022TM.Dxxxxxx PNT2022TMID00680

Define CS, fit into CC	1. CUSTOMER SEGMENT(S) — CS Who is your customer? i.e. working parents of 0-5 y.o. kids 1. CEO of an organization. 2. Shareholder of the organization. 3. HR of the organization.	6. CUSTOMER CONSTRAINTS — CC What constraints prevent your customers from taking action or limit their choices of solutions? i.e. spending power, budget, no cash, network connection, available devices. 1. Budget problem. 2. Loss of experienced employees. 3. Addressing the problem of all employees.	5. AVAILABLE SOLUTIONS — AS Which solutions are available to the customers when they face the problem or need to get the job done? What have they tried in the past? What pros & cons do these solutions have? i.e. pen and paper is an alternative to digital notetaking 1. Heard about the issues of employee's but unable to solve since it's groundless. 2. Took survey's but unable to analyze the surveys. Solution: 3. Better analysis is provided to find the problems.	Explore AS, differentiate
Focus on J&P, tap into BE, understand RC	2. JOBS-TO-BE-DONE / PROBLEMS — J&P Which jobs-to-be-done (or problems) do you address for your customers? There could be more than one; explore different sides. 1. Providing reasonable leaves. 2. Recognize and reward employees. 3. Create learning and development programs. 4. Prioritize employee's happiness. 5. Offer flexibility	9. PROBLEM ROOT CAUSE — RC What is the real reason that this problem exists? What is the back story behind the need to do this job? i.e. customers have to do it because of the change in regulations. 1. Poor work environment. 2. Work pressure. 3. Poor rewards and no recognisation. 4. Employee have to do it because of change in rules and regulations that are not employee friendly.	7. BEHAVIOUR — BE What does your customer do to address the problem and get the job done? i.e. directly related: find the right solar panel installer, calculate usage and benefits; indirectly associated: customers spend free time on volunteering work (i.e. Greenpeace) 1. Did surveys, and found some problems of employees. 2. Spend time with employees to find major problem. 3. Providing support sessions.	Focus on J&P, tap into BE, understand RC
Identify strong TR & EM	3. TRIGGERS — TR What triggers customers to act? i.e. seeing their neighbour installing solar panels, reading about a more efficient solution in the news. 1. Maintaining company's standard. 2. When the company's profit decrease. 3. Less productive activities of employees. 4. EMOTIONS: BEFORE / AFTER — EM How do customers feel when they face a problem or a job and afterwards? i.e. lost, insecure > confident, in control - use it in your communication strategy & design. 1. Lost. 2. Depressed. 3. Loss of confidence.	10. YOUR SOLUTION — SL If you are working on an existing business, write down your current solution first, fill in the canvas, and check how much it fits reality. If you are working on a new business proposition then keep it blank until you fill in the canvas and come up with a solution that fits within customer limitations, solves a problem and matches customer behaviour. Solution: 1. Doing proper analysis and identifying major problems. 2. Providing clear and simple solution to solve every problem.	8. CHANNELS of BEHAVIOUR — CH 8.1 ONLINE What kind of actions do customers take online? Extract online channels from #7 8.2 OFFLINE What kind of actions do customers take offline? Extract offline channels from #7 and use them for customer development. 8.1 Online. Did surveys, and found some problems of employees. 8.2 Offline: Spend time with employees to find major problem. Providing support sessions.	Identify strong TR & EM

4.REQUIREMENT ANALYSIS

4.1 FUNCTIONAL REQUIREMENT

Functional Requirements of the Proposed Solution.
- ➤ User Registration - Registration through Email
  Registration through Message
  Registration through call
- ➤ User Confirmation - Confirmation through Email
  Confirmation through Message
  Confirmation through Call
- ➤ User Feedback - Feedback through Form
  Feedback through Gmail
  Feedback through Instagram polls
  Feedback through LinkedIn
- ➤ User Rating - Rating via Mail
  Rating through Message
- ➤ Employee Management - Validating and managing the employee details.
- ➤ Attrition Analysis - Analysing and finding out the major reasons for the attrition of emloyees using dataset.

4.2 NON-FUNCTIONAL REQUIREMENT

Non-Functional Requirement of the proposed Solution
- ➤ Usability - Easy to use for both user and manager. This is user friendly interface.
- ➤ Security - The employee data is kept secure and their identity is hidden for the organization.
- ➤ Reliability - It is a reliable software as it works efficiently and securely.
- ➤ Performance - This software is portable and inter-operable. It works smoothly without generating errors. It also provides faster response.
- ➤ Availability - This is available for the company organisation to find the major reason for attrition.
- ➤ Scalability - Our solution is scalable for large and small dataset . It provides efficient solution despite the size of dataset.

5.PROJECT DESIGN

5.1 DATAFLOW DIAGRAM

A Data Flow Diagram (DFD) is a traditional visual representation of the information flows within a system. A neat and clear DFD can depict the right amount of the system requirement graphically. It shows how data enters and leaves the system, what changes the information, and where data is stored.
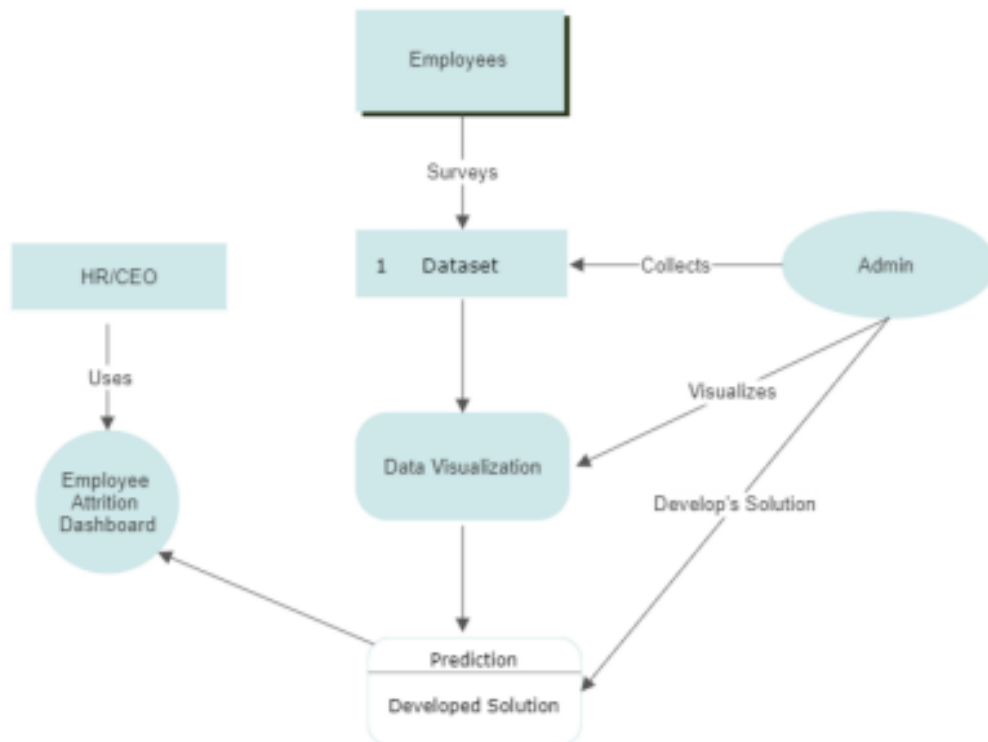
5.2 SOLUTION AND TECHNICAL ARCHITECTURE
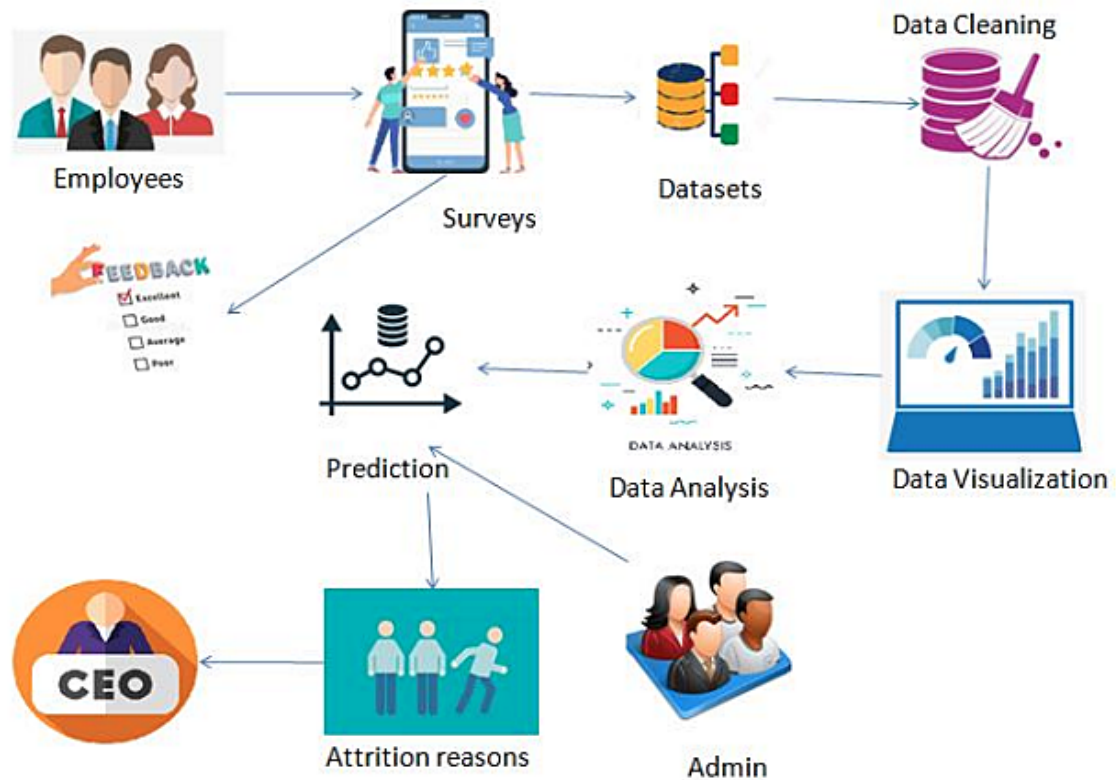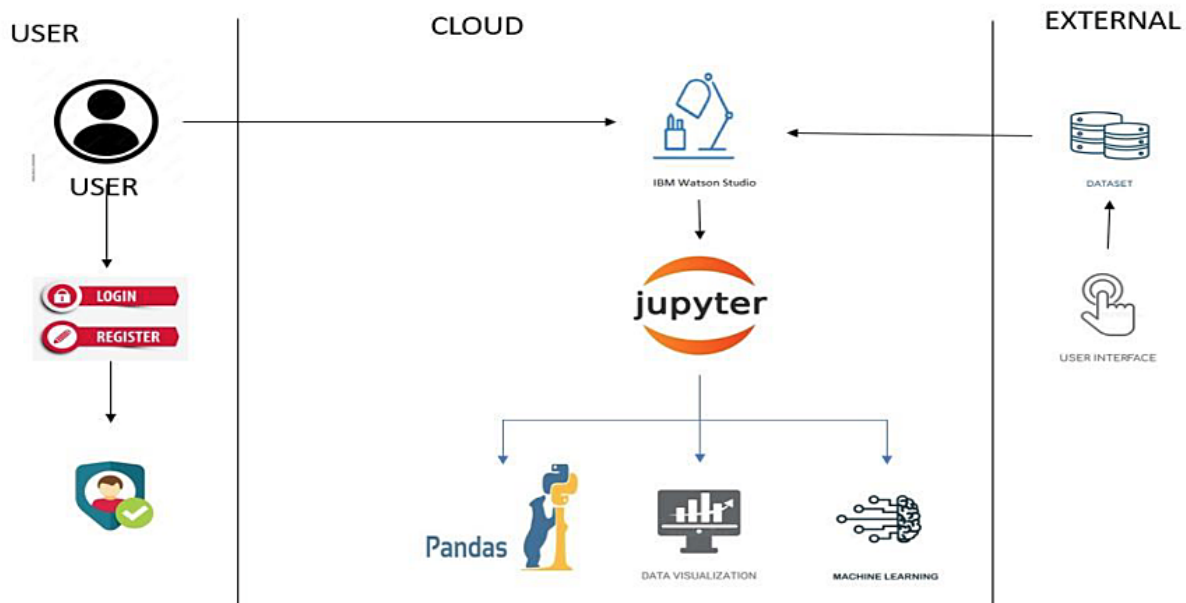
5.2.1 SOLUTION ARCHITECTURE:

Figure 1: Architecture and data flow of the Corporate Employee Attrition Analytics

5.2.2 TECHNICAL ARCHITECTURE:

5.3 USER STORIES

User Type	Functional Requirement (Epic)	User Story Number	User Story / Task	Acceptance criteria	Priority	Release
Customer (CEO)	Registration	USN-1	As a CEO,I can register for the application by entering my email,password, and confirmingmy password.	I can access my account / dashboard	High	Sprint-1
Customer (Employee)		USN-2	As an employee, I can register for the application by entering my mail, password,and confirming password.	I can access my account/dashboard	High	Sprint-1
		USN-3	As a user, I can also register for the application through	I can register & access thedashboard with Facebook Login	Low	Sprint-2

			Facebook			
		USN-4	As a user, I can also register for theapplicati on through Gmail	I can register & access thedashboard with Facebook login	Medi um	Sprint-2
Custom er (CEO)	Login	USN-5	As a user,I can log into the application by entering email & password	I can access myaccount/dashbo ard	High	Sprint-3
Customer (Employe e)		USN-6	As a user,I can log into the application by entering email and password.	I can access myaccount/dashbo ard	High	Sprint-3
CEO	Dashboard	USN-7	As a CEO, I can use the predict button to know which factorkeeps the employee at the company and which prompts others to leave.	I can view thevisual chart.	High	Sprint-4
Employee		USN-8	As an employee of the organization, I can view, filland submit the survey formthat is displayed.	I can see the acknowledgement message for submitting thesurvey.	High	Sprint-4

6.PROJECT PLANNING AND SCHEDULING

6.1 SPRINT PLANNING AND ESTIMATION

| Sprint	Total Story Points	Duration	Sprint Start Date	Sprint End Date (Planned)	Story Points Completed (as on Planned End Date)	Sprint Release Date (Actual)
Sprint-1	5	6 Days	24 Oct 2022	29 Oct 2022	5	29 Oct 2022
Sprint-2	5	6 Days	31 Oct 2022	05 Nov 2022	5	31 Oct 2022
Sprint-3	5	6 Days	07 Nov 2022	12 Nov 2022	5	12 Nov 2022
Sprint-4	5	6 Days	14 Nov 2022	19 Nov 2022	5	19 Nov 2022

6.2 SPRINT DELIVERY SCHEDULE

| Sprint	Functional Requirement (Epic)	User StoryNumber	User Story/ Task	Story Points	Priority	Team Members
Sprint-1	Registration	USN-1	As a user,I can register for the application by entering my email, password, and confirming my password.	5	Medium	Sofiya S Ramya P Swathi P
Sprint-2	Login	USN-2	As a user, I can log intothe application byentering email & password	5	Low	Ramya P Sanjana S Sakthi Sree V

| Sprint-3	Dashboard	USN-3	As a CEO, I can use the predict button to know which factorkeeps the employee at the companyand which prompts others to leave.	5	High	Sofiya S SakthiSree V Sanjana S
Sprint-4		USN-4	As an employee of the organization, I can view,filland submitthe survey formthat isdisplayed.	5	High	Sofiya S SakthiSree V Sanjana S Swathi P

6.3 REPORTS FROM JIRA

Sprint 1:
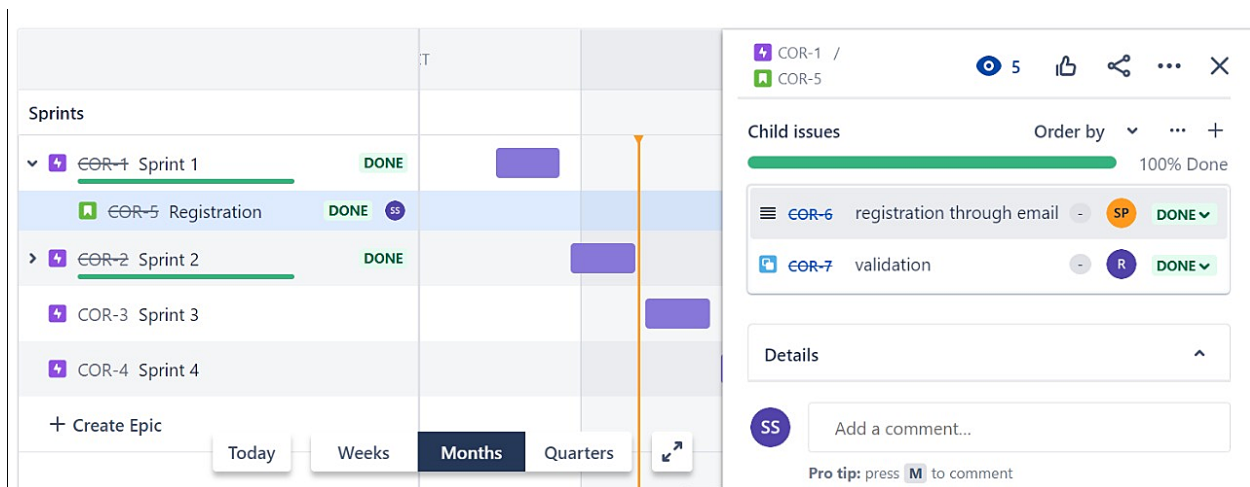
Sprint 2:
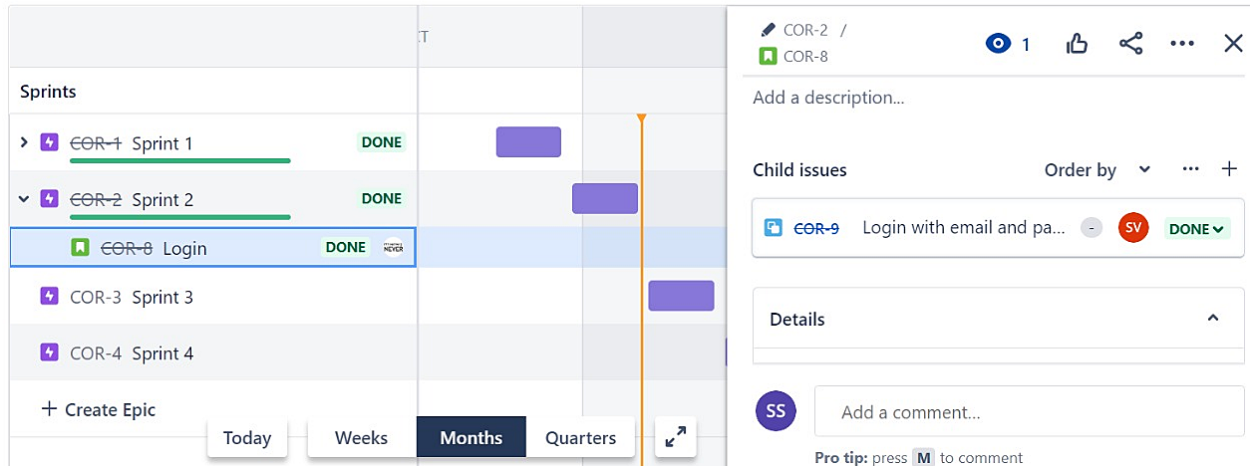
Sprint 3:
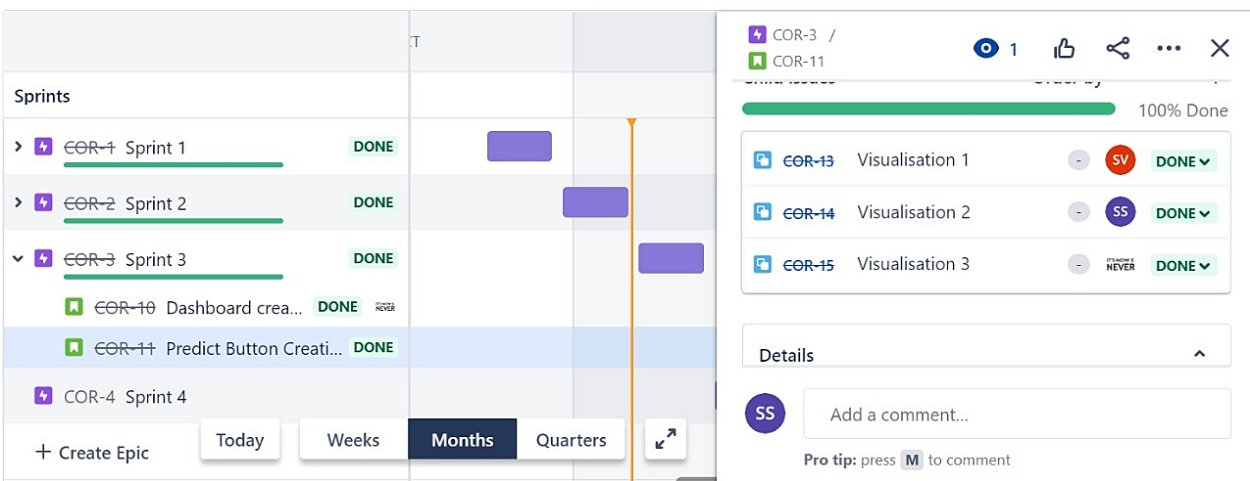
Sprint 4:
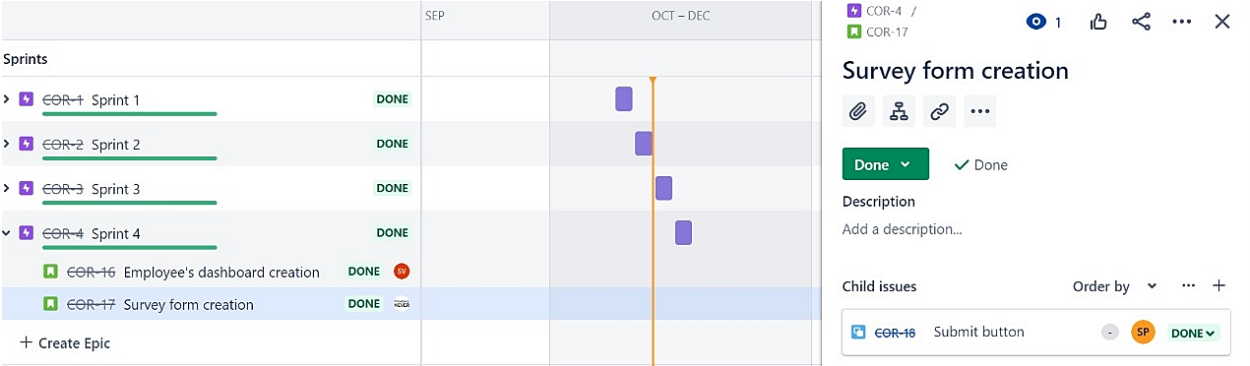
7.CODING AND SOLUTIONING

7.1 FEATURE 1

code:
Registeration:
signup.html

```html
<!DOCTYPE html>
 <html>
 <head>
        <title>Registration Form</title>
    <meta name="viewport" content="width=device-width, initial-scale=1">
   <link rel="stylesheet" href="https://maxcdn.bootstrapcdn.com/bootstrap/3.3.7/css/bootstrap.min.css" >
     <script src="https://ajax.googleapis.com/ajax/libs/jquery/1.12.4/jquery.min.js"></script>
     <script src="https://maxcdn.bootstrapcdn.com/bootstrap/3.3.7/js/bootstrap.min.js"></script>
       <link rel="stylesheet" type="text/css" href="style.css">
       <script type="text/javascript" src="javascript.js"></script>
 </head>
 <body>
       <nav class="navbar navbar-light" style="background-color: #6196bc;">
     <div class="collapse navbar-collapse" id="navbarNavAltMarkup">
       <div class="navbar-nav">
       <ul class="nav navbar-nav navbar-right">
                  <li><a class="nav-item nav-link" href="home.html"><span class="glyphicon glyphicon-home"></span> Home</a></li>
               <li><a class="nav-item nav-link" href="index.html"><span class = "glyphicon glyphicon-login"></span> Login</a></li>
                 <li><a class="nav-item nav-link" href="signup.html"><span class="glyphicon glyphicon-user"></span> Sign-Up</a></li>
         </ul>
        </div>
       </div>
     </nav>
 <div class="signup_box">

      <h3>SIGNUP</h3>

      <form name="signupform" onsubmit="return form2()" method="post" action="index.html">

      <p>User Name</p>
```

```
<input type="text" name="signup_username" placeholder="Enter Username">

<p>Email</p>
<input type="email" name="signup_useremail" placeholder="Enter Email id">

<p>Password</p>
<input type="password" name="signup_pwd" placeholder="password">

<p>Retype Password</p>
<input type="password" name="repwd" placeholder="Re-Enter pasword"><br>
<div id="errorbox"></div><br>


<input type="submit" name="" value="SIGNUP"><br><br>

<a href="index.html"> Exsisting user? Login Now! </a>
</form>
</div>
</body>
</html>
```

Login:

login.html

```
<!DOCTYPE html>
<html>
<head>
    <title>Login Form</title>
  <meta name="viewport" content="width=device-width, initial-scale=1">
  <link rel="stylesheet" href="https://maxcdn.bootstrapcdn.com/bootstrap/3.3.7/css/bootstrap.min.css" >
    <script src="https://ajax.googleapis.com/ajax/libs/jquery/1.12.4/jquery.min.js"></script>
    <script src="https://maxcdn.bootstrapcdn.com/bootstrap/3.3.7/js/bootstrap.min.js"></script>
    <link rel="stylesheet" type="text/css" href="style.css">
    <script type="text/javascript" src="javascript.js"></script>
</head>
<body>
    <nav class="navbar navbar-light" style="background-color: #6196bc;">
   <div class="collapse navbar-collapse" id="navbarNavAltMarkup">
     <div class="navbar-nav">
     <ul class="nav navbar-nav navbar-right">
            <li><a class="nav-item nav-link" href="home.html"><span class="glyphicon glyphicon-home"></span> Home</a></li>
            <li><a class="nav-item nav-link" href="index.html"><span class = "glyphicon glyphicon-login"></span> Login</a></li>
```

```
        <li><a class="nav-item nav-link" href="signup.html"><span class="glyphicon glyphicon-user"></span>
Sign-Up</a></li>
          </ul>
        </div>
        </div>
    </nav>
 <div class="login_box">

        <h3>USER LOGIN</h3>

        <form name="loginform" onsubmit="return form1()" method="post" action="home.html">

        <p>User Name</p>
        <input type="text" name="username" placeholder="Enter Username">

        <p>Password</p>
        <input type="password" name="pwd" placeholder="password"><br>

        <div id="errorbox"></div><br>

        <div><centre>        <input        type="submit"        name="submit"        value="LOGIN">        <a
href="home.html"></a></centre></div>
        <br><br>

        <a href="signup.html">Not registered? <span>Create an account</span></a>

 </form>
 </div>
 </body>
 </html>
```
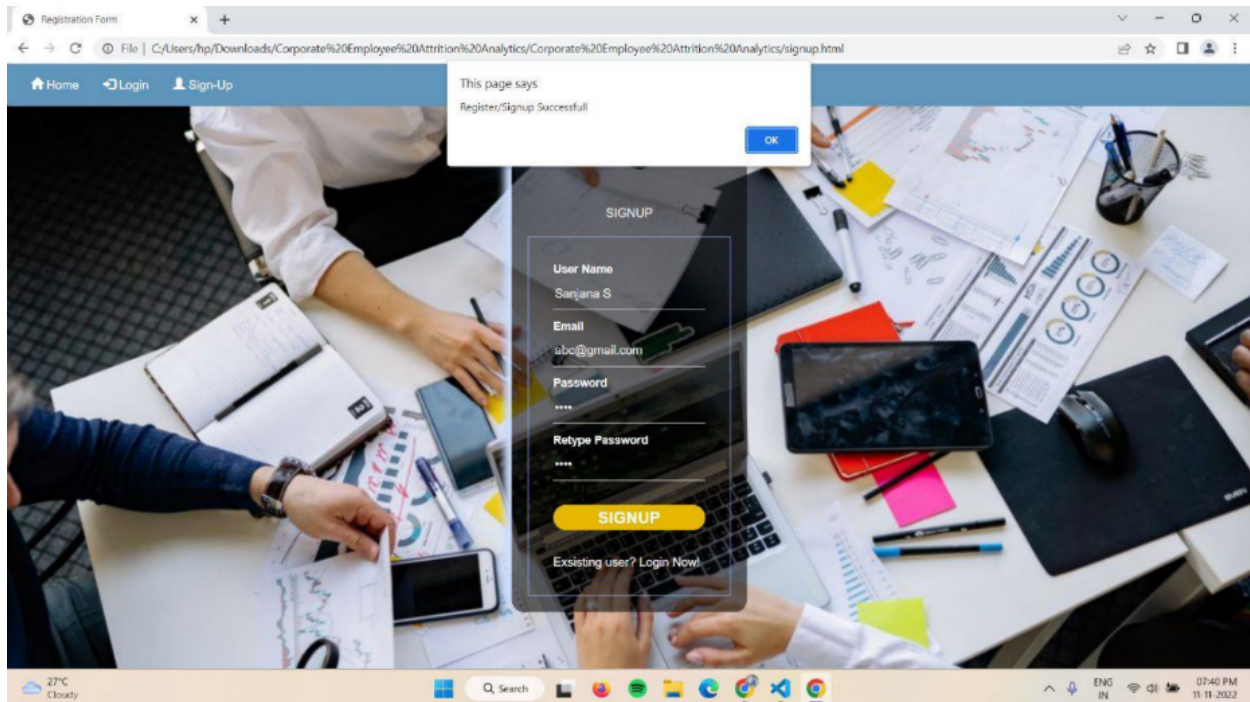
Output:

7.2 FEATURE 2

Dashboard:

```
<!DOCTYPE html>
<html>
<head>
        <title>Home</title>
    <meta name="viewport" content="width=device-width, initial-scale=1">
   <link rel="stylesheet" href="https://maxcdn.bootstrapcdn.com/bootstrap/3.3.7/css/bootstrap.min.css" >
    <script src="https://ajax.googleapis.com/ajax/libs/jquery/1.12.4/jquery.min.js"></script>
    <script src="https://maxcdn.bootstrapcdn.com/bootstrap/3.3.7/js/bootstrap.min.js"></script>
```

```
        <link rel="stylesheet" type="text/css" href="style.css">
        <script type="text/javascript" src="javascript.js"></script>
 </head>
 <body>
   <nav class="navbar navbar-light" style="background-color: #6196bc;">
      <div class="collapse navbar-collapse" id="navbarNavAltMarkup">
        <div class="navbar-nav">
        <ul class="nav navbar-nav navbar-right">
       <li><a class="nav-item nav-link" href="home.html"><span class="glyphicon glyphicon-home"></span>
Home</a></li>
        <li><a class="nav-item nav-link" href="index.html"><span class = "glyphicon glyphicon-log-in"></span>
Login</a></li>
        <li><a class="nav-item nav-link" href="signup.html"><span class="glyphicon glyphicon-user"></span>
Sign-Up</a></li>
        <li><a class="nav-item nav-link" href="index.html"><span class="glyphicon glyphicon-log-out"></span>
Logout</a></li>
          </ul>
         </div>
        </div>
     </nav>
     <div class="container" id="content">
       <div class="jumbotron home-spacer" id="products-jumbotron">
         <h1>Welcome to our Corporate Employee Attrition Analytics!</h1>
       </div>
       <div class="container-fluid">
         <div class="alert alert-info" role="alert">Please upload the dataset</div>
         <input type="file" id="file" style="display:none;" />
   <button type="button"   class="btn btn-primary btn-lg btn-block" data-toggle="button" aria-pressed="false"
autocomplete="off" value="upload" onclick="thisFileUpload();">
        <span class="glyphicon glyphicon-upload"></span> Upload File
      </a></button>
       <br>
       <div class="alert alert-success" role="alert"> Please click here for prediction analysis  </div>
               <button  type="button" class="btn  btn-success  btn-lg  btn-block"  data-toggle="button"  aria-
pressed="false"                               autocomplete="off"                               onclick="location.href
='https://us1.ca.analytics.ibm.com/bi/?perspective=dashboard&pathRef=.my_folders%2FCorporate%2BE
mployee%2BAttrition%2BAnalytics-
%2BIBM&action=view&mode=dashboard&subView=model000001846c977bf6_00000000';">
        Dashboard</button>
        <br>
   <button type="button" class="btn btn-success btn-lg btn-block" data-toggle="button" aria-pressed="false"
autocomplete="off"                                                         onclick="location.href
='https://us1.ca.analytics.ibm.com/bi/?perspective=story&pathRef=.my_folders%2FCorporate%2BEmploy
ee%2BAttrition%2BAnalytics-
IBM&action=view&sceneId=model000001846f205987_00000000&sceneTime=0';">
```

```
          Stories</button>
          <br>
                  <button type="button" class="btn btn-success btn-lg btn-block" data-toggle="button" aria-
pressed="false"                      autocomplete="off"                      onclick="location.href
='https://us1.ca.analytics.ibm.com/bi/?pathRef=.my_folders%2FCorporate%2BEmployee%2BAttrition%2B
Analytics-%2BIBM%2BReport&action=run&format=HTML&prompt=false';">
          Report</button>
       </div>
      </div>
      <br>
      <div class="alert alert-danger" role="alert">
      <a href="index.html"> Exsisting user? Login Now! </a>
      <br>
      <a href="signup.html"> Don't have an account? Sign-Up</a>
      </div>
</body>
</html>
```

Output:
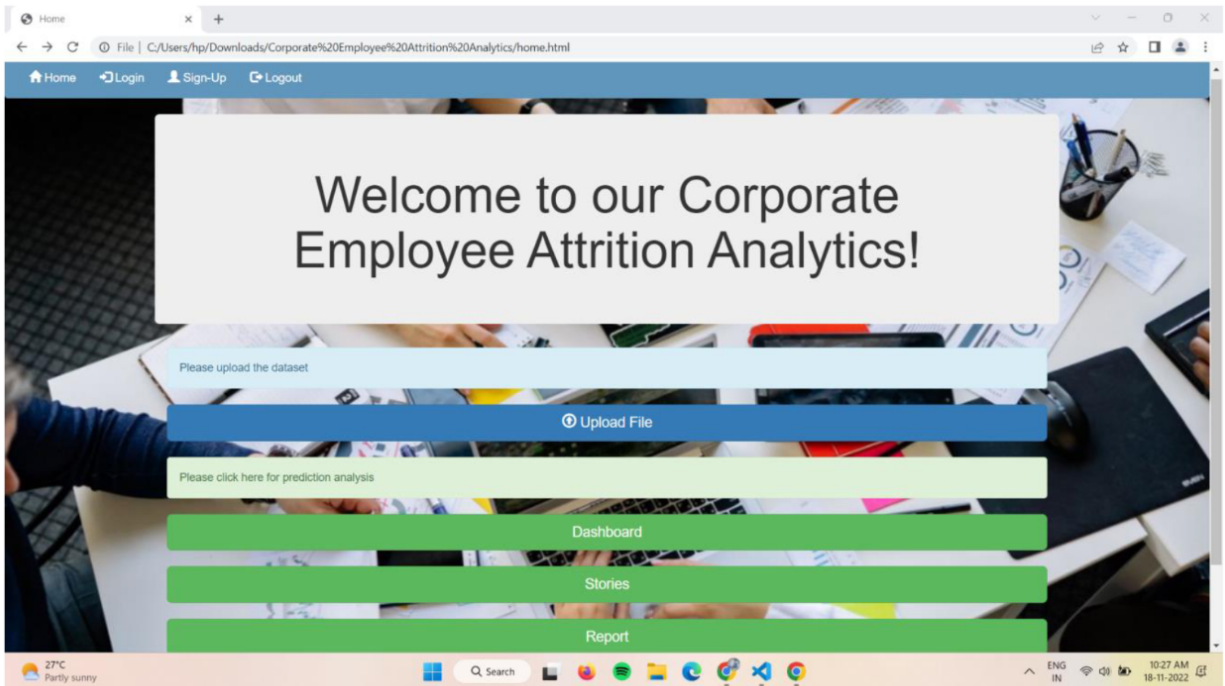
8.TESTING

8.1 TEST CASES

Test ID	Test case description	Test Data	Expected Results	Actual Results	Pass/fail
T1	Registration form	Username ="sana" Password ="788"	Should enter login page	Enter into the login page	**Pass**
T2	Registration form	Username= Password d=	Should not enter into login page	Not enter into login page	**Pass**
T3	Login Page	Username ="sana" Password ="788"	Move to Home page	Moved to home page	**Pass**
T4	Login Page	Username ="hfdd" Password ="435"	Does not move to home page	Does not moved to home page	**Pass**
T5	Home Page	Upload file button	File explorer should be enabled	File explorer is enabled	**Pass**
T6	Home page	Dashboard button	Should move to dashboard	Moved to dashboard	**Pass**
T7	Home page	Stories snippet button	Should move to stories	Moved to stories	**Pass**

| T8 | Home Page | Report button | Should generate report | Report is generated | **Pass** |

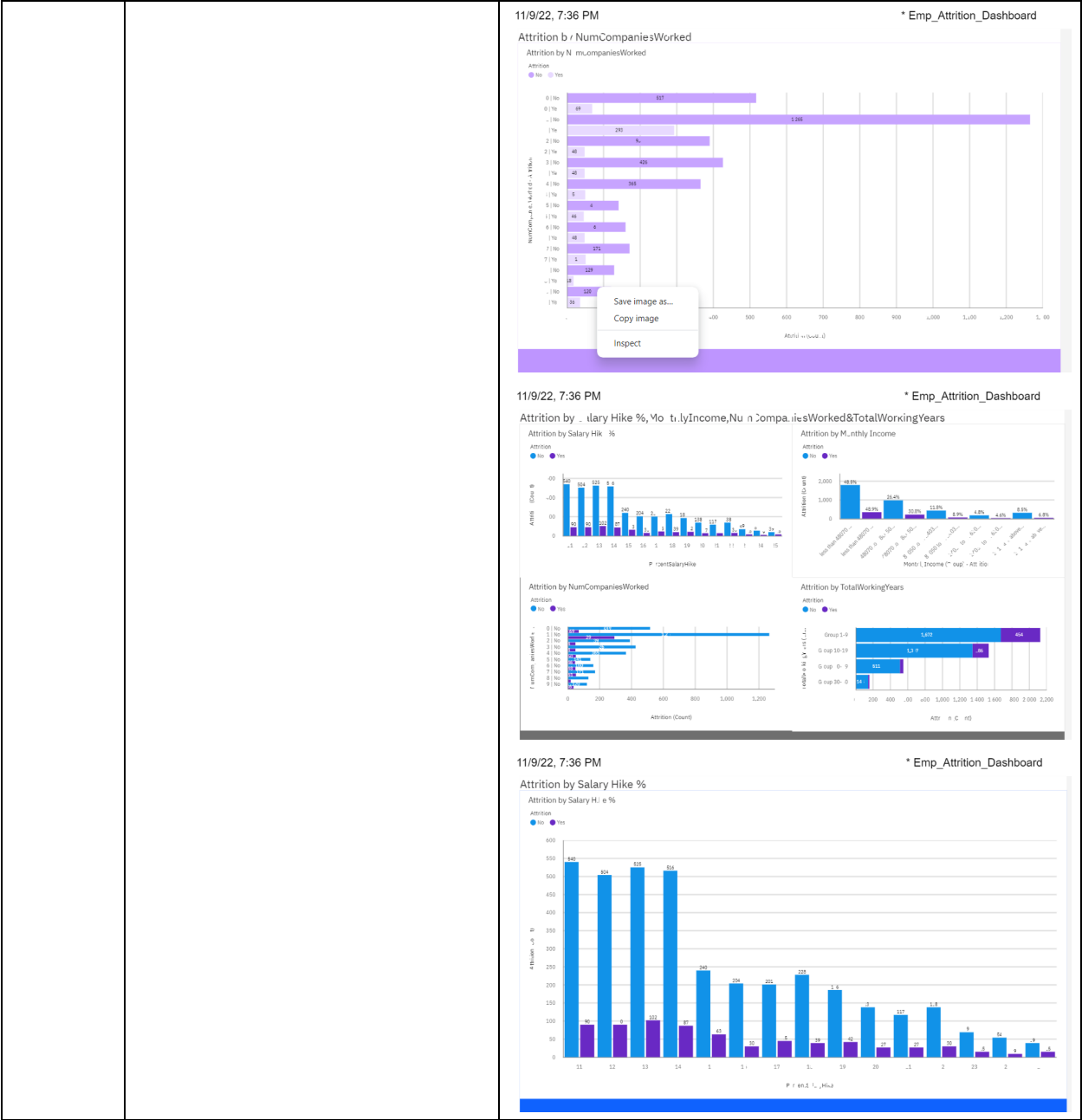8.2 USER ACCEPTANCE TESTING:

Test ID	Test case description	Test Data	Expected Results	Actual Results	Pass/fail
T1	Registration form	Username="sana" Password="788"	Should enter login page	Enter into the login page	**Pass**
T2	Registration form	Username= Password=	Should not enter into login page	Not enter into login page	**Pass**
T3	Login Page	Username="sana" Password="788"	Move to Home page	Moved to home page	**Pass**
T4	Login Page	Username="hfdd" Password="435"	Does not move to home page	Does not moved to home page	**Pass**
T5	Home Page	Upload file button	File explorer should be enabled	File explorer is	**Pass**

				enabled	
T6	Home page	Dashboard button	Should move to dashboard	Moved to dashboard	**Pass**
T7	Home page	Stories snippet button	Should move to stories	Moved to stories	**Pass**
T8	Home Page	Report button	Should generate report	Report is generated	**Pass**

9.RESULTS

9.1 PERFORMANCE METRICES:

S.no	Parameter	Screenshot/values
1.	Dashboard design	No of Visualizations / Graphs – 8

11/9/22, 7:36 PM

* Emp_Attrition_Dashboard

Attrition by NumCompaniesWorked

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* Emp_Attrition_Dashboard

Attrition by Salary Hike %, MonthlyIncome, NumCompaniesWorked&TotalWorkingYears

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* Emp_Attrition_Dashboard

Attrition by Salary Hike %

2.	Data Responsives	- Employee Attrition by Age - Attrition by Business Travel - Attrition by Department, Job Role, Education Level and Marital Status - Attrition by Salary Hike Percent - Attrition by No. of Companies Worked - Attrition by Income Groups - Attrition by Work Experience Groups - Dashboard of Attrition of Employees based on Employment details
3.	Amount Data to Rendered(DB2 Metrics)	General_Data.csv Employee_Survey_Data.csv Manager_Survey_Data.csv
4.	Utilisation of data filters	No
5.	Effective User Story	No of Scene Added - 8
6.	Descriptive Reports	No of Visualizations / Graphs - 8

10.ADVANTAGES AND DISADVANTAGES:

10.1 ADVANTAGES:

1. able to predict the reason for attrition
2. reduces the time required for analysis
3. easy to use

10.2 DISADVANTAGES:

1. collectiong datas from employees is tedious process
2. Employees should give correct reason for attrition

11.CONCLUSION

Retention of talent and skilled employee is crucial dilemma for HR Manager. This study has identified those complex factors which are key responsible for employee attrition in selected organization. The education and experience of employee creates opportunity for new job in market and it helps to enhance better career opportunity. The ethical work culture, cordial employee relation and implementation of organizational policies are the most attractive area of making employee to stay back in organization.

12.FUTURE SCOPE

To find the right model which has a low false negative rate since classifying an employee at risk of leaving as not at risk is critical.
To develop a model with more accurate result.