**Project Design Phase-I**

**Proposed Solution Template**

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| Date | 24 September 2022 |
| Team ID | PNT2022TMID37083 |
| Project Name | Corporate employee attrition analytics |
| Maximum Marks | 2 Marks |

**Proposed Solution Template:**

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

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| --- | --- | --- |
| **S.No.** | **Parameter** | **Description** |
|  | Problem Statement (Problem to be solved) | * Layoffs, which occur due to a change or decrease of the business reduce employee morale and make it difficult to hire for other positions. * When employees leave by choice, the company can decrease costs while moving forward with other hiring decisions. * It is difficult to identify all the potential employees through visual monitoring by HR. * Potential employees leaving company may tend to decrease the company’s profit. |
|  | Idea / Solution description | * By collecting the data set of the corporate employee and using the methods of data analysis like visualizing, we can get some useful insights about the performance of the employees. |
|  | Novelty / Uniqueness | * It is useful for the HR to identify their employees potential in order to retain them. * This also helps the company to gain high profit by retaining good talents. |
|  | Social Impact / Customer Satisfaction | * Employees are of different types..Some employees after joining in the organization tend to be inactive and receive same salary as the one to work sincerely. * This data analysis will be a warning sign to the employees too to work in the respective manner in order to achieve the organization goal. |
|  | Business Model (Revenue | * The analysis can be performed with minimum cost and at the same time it can provide high performance. |
|  | Scalability of the Solution | * Predicting the exact result through data analysis helps us to increase the scalability of the solution. |