

## Project Design Phase-I

### Problem – Solution Fit Template

Date	02 October 2022
Team ID	PNT2022TMID39377
Project Name	Corporate employee attrition analytics
Maximum Marks	2 Marks

#### Template:

Define CS, fit into CC	<b>1. CUSTOMER SEGMENT(S)</b> As you explore your company's various systems, such as enterprise <span style="float: right; background-color: #f08080; padding: 2px;">CS</span>	<b>6. CUSTOMER CONSTRAINTS</b> Employee attrition is defined as the unpredictable and uncontrollable, but normal, reduction of the workforce due to resignations, retirement, sickness, or death. The employee attrition rate measures the number of people who move out of a company and are not replaced <span style="float: right; background-color: #f08080; padding: 2px;">CC</span>	<b>5. AVAILABLE SOLUTIONS</b> astray has an expertise in Parcels, Cargo, Excess Baggage handling and international shipping within and outside India within a scheduled transit time. Our freight forwarders and courier exchange network ensure a strong and secure base for all logistics needs of our clients. Our staff is well trained to match customer needs. <span style="float: right; background-color: #f08080; padding: 2px;">AS</span>	Explore AS, differentiate
	<b>2. JOBS-TO-BE-DONE / PROBLEMS</b> Employee attrition is defined as the unpredictable and uncontrollable, but normal, reduction of the workforce due to resignations, retirement, sickness, or death. The employee attrition rate measures the number of people who move out of a company and are not replaced <span style="float: right; background-color: #f08080; padding: 2px;">J&amp;P</span>	<b>9. PROBLEM ROOT CAUSE</b> Personal, work, facilities, supervisor, core, plan, team, execution <span style="float: right; background-color: #f08080; padding: 2px;">RC</span>	<b>7. BEHAVIOUR</b> The challenge is finding the right solution for collecting, distributing, and analyzing behavioral data of employee across your entire organization <span style="float: right; background-color: #f08080; padding: 2px;">BE</span>	
Identify strong TR & EM	<b>3. TRIGGERS</b> <span style="background-color: #4682b4; color: white; padding: 2px;">TR</span> Employee attrition can be happened for several reasons. this includes unhappiness about employee benefits or the pay structure a lack of employee development opportunities, an even poor condition of the workplace	<b>10. YOUR SOLUTION</b> <span style="background-color: #4682b4; color: white; padding: 2px;">SL</span> A resource manager can help the resources by projecting a career path, thereby giving a purpose and setting direction. Managers can implement an Individual Development Plan or IDP to help employees reach short and long-term career goals and improve current job performance	<b>8. CHANNELS of BEHAVIOUR</b> <span style="background-color: #4682b4; color: white; padding: 2px;">CH</span> They are complex behavioral systems which people and companies to accomplish individual, company, and channels goals	Identify strong CH
	<b>4. EMOTIONS: BEFORE / AFTER</b> <span style="background-color: #4682b4; color: white; padding: 2px;">EM</span> Difficulty focusing on their job and responsibilities information about the change doesn't seem to sink in express feelings of disbelief and knowing that to next change and the reasons for it say it one more time.			