Define CS, fit into CC

1. CUSTOMER SEGMENT(S) [CS]

Who is your customer?

- The customer of this project will be the HR professionals, the administration or the person with the higher power authority who are responsible for their lower level employees.
- The customer uses the employee data.

6. CUSTOMER

- The constraints which the customer would face may be the lack of skilled employee or the amount of surplus employee would bring the issue in decision making in taking the appropriate results.

5. AVAILABLE SOLUTIONS

- Initially the performance of the employee is observed manually by the higher officials.
- But this may led to imbalance in treating all employees as same.
- But the analysis will be completely digital so that there any not occur any favourism.

Explore AS, differentiate

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

2. JOBS-TO-BE-DONE / PROBLEMS

- Initially the data has to be collected and formatted in a proper way.
- A deep analysis of the employee data should be done In order to gain the results.
- The problem which may arise here is sometimes the data may be an invalid or incorrect data which affects the results.

9. PROBLEM ROOT CAUSE [RC]

The main thing to do an analytics of this is

- to identify the potential employees
- To find the reason of employee attrition
- To improve the organization profit by retaining good talents
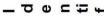- To consider every employee performance

7. BEHAVIOUR [BE]

- Directly related with the higher authorities.
- Indirectly related with the knowledge of the employees.

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

Identify RE & TR

3. TRIGGERS

- With this analysis,the employee will be more aware of his responsibilities being done.
- It encourages good employees to step forward in their career and it serves as a warning for those employees who are not being responsible in their work.

4. EMOTIONS: BEFORE / AFTER

- **The good employees will be encouraged and the irresponsible one will be noticed.**

10. YOUR SOLUTION

The solution would be the attrition anayltics which gains the useful results which may be beneficial both to the employees as well as to the organization.

8.CHANNELS of BEHAVIOUR

ONLINE: The customers can perform visualization using different graphs,can draws many useful insights from it.

OFFLINE: Using the results which was collected the action may be taken offline. Preparing data sets can be done offline.