

**Project Design Phase-I  
Proposed Solution Template**

Date	19 September 2022
Team ID	PNT2022TMID37447
Project Name	Project - Corporate Employee Attrition Analytics
Maximum Marks	2 Marks

**Proposed Solution Template:**

S.No.	Parameter	Description
1.	Problem Statement (Problem to be solved)	<p>A large company named XYZ, employs, at any given point of time, around 4000 employees. However, every year, around 15% of its employees leave the company and need to be replaced with the talent pool available in the job market. The management believes that this level of attrition (employees leaving, either on their own or because they got fired) is bad for the company, because of the following reasons -</p> <ol style="list-style-type: none"> <li>1. The former employees' projects get delayed, which makes it difficult to meet timelines, resulting in a reputation loss among consumers and partners</li> <li>2. A sizeable department has to be maintained, for the purposes of recruiting new talent</li> <li>3. More often than not, the new employees have to be trained for the job and/or given time to acclimatise themselves to the company</li> </ol> <p>Hence, the management has contracted an HR analytics firm to understand what factors they should focus on, in order to curb attrition. In other words, they want to know what changes they should make to their workplace, in order to get most of their employees to stay. Also, they want to know which of these variables is most important and needs to be addressed right away</p>
2.	Idea / Solution description	<p>You are required to model the probability of attrition using a logistic regression. The results thus obtained will be used by the management to understand what changes they should make to their workplace, in order to get most of their employees to stay.</p>

3.	Novelty / Uniqueness	The solution will give idea or changes that they should make to their workplace, in order to get most of their employees to stay. Also, they will come to know which of these variables is most important and needs to be addressed right away
4.	Social Impact / Customer Satisfaction	<ol style="list-style-type: none"> <li>1. The former employees' projects will not be delayed, which makes it to produce on time, resulting in a good reputation among consumers and partners</li> <li>2. A sizeable department will be maintained, for the purposes of recruiting new talent</li> <li>3. the new employees will be trained for the job and/or given time to acclimatise themselves to the company</li> </ol>
5.	Business Model (Revenue Model)	If there is no attrition in the company, then the revenue and the profit of the company gets increased.
6.	Scalability of the Solution	Analysis and Models will be helpful in understanding the reason for attrition and the steps to be taken by the company to reduce it