

## Project Design Phase-I

### Solution Fit Template

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

Define CS, fit into CC	<b>1. CUSTOMER SEGMENT(S)</b> <span>CS</span>  *) THE EMPLOYEE ATTRITION IS ONE OF THE GROWING PROBLEMS IN CORPORATES. WE MUST DO AN ANALYSIS FOR THE CAUSES OF ATTRITON. *) ATTRITION IS OF TWO TYPES EXTERNAL AND INTERNAL CAUSES	<b>6. CUSTOMER CONSTRAINTS</b> <span>CC</span>  *)CORPORATE COMPANY FACE LOSS DUE TO REDUCED WORKING POWER. *)PRODUCTS OR WORK THAT HAS TO BE DONE ON TIME GETS DELAYED DUE TO ATTRITION OF EMPLOYEE. *)HR IS IN THE POSITION TO EXPLAIN THE EMPLOYEE ATTRITION ,BECAUSE OF THIS HIS JOB MAY BE DANGER ZONE	<b>5. AVAILABLE SOLUTIONS</b> <span>AS</span>  1)Hire the right people. 2)Keep up with the market rate and offer 3)competitive salaries and total compensation. 4)Closely monitor toxic employees. 5)Reward and recognize employees. 6)Offer flexibility. 7)Prioritize work-life balance. 8)Pay attention to employee engagement	Explore AS, differentiate
	<b>2. JOBS-TO-BE-DONE / PROBLEMS</b> <span>J&amp;P</span> THESE ARE PROBLEMS FACED BY THE EMPLOYEE THAT ARE SOME CAUSES FOR ATTRITON  1) LACK OF JOB SECURITY 2) LACK OF CAREER ADVANCEMENT 3) DESIRE FOR CHANGE IN NEW OPPORTUNITIES 4) ANTICIPATING HIGHER PAY 5) PROBLEMS WITH SUPERVISORS	<b>9. PROBLEM ROOT CAUSE</b> <span>RC</span> THESE ARE SOME OF THE ROOT CAUSES FOR THE ATTRITION OF EMPLOYEE  1)Employees are overwhelmed by the amount of work. 2)Lack of recognition. 3)Company culture. 4)Poor relationship with the Manager. 5)Lack of flexibility. 6)Remuneration and benefits. 7)Poor learning and development opportunities.	<b>7. BEHAVIOUR</b> <span>BE</span>  Poorly behaved employees may be less productive, more prone to accidents, and more likely to cause conflict with others. This can lead to a decrease in morale and an increase in turnover. Additionally, poor work behavior can reflect poorly on a company and make it difficult to attract and retain top talent.	
Focus on J&P, tap into BE, understand RC	<b>3. TRIGGERS</b> <span>TR</span>  Too much work and, subsequently, too much stress is also a major factor in an employee's decision to leave your organization and find work elsewhere	<b>10. YOUR SOLUTION</b> <span>SL</span>  The solution to the problem can be identified using analysis and modelling techniques	<b>8. CHANNELS of BEHAVIOUR</b> <span>CH</span>  RESPONSIBILITY FOR THE CAUSES OF ATTRITION FALLS ON BOTH EMPLOYEES AS WELL AS COMPANIES.  SUGGESTIONS BASED ON THE ANALYSIS DONE, CAN BE USEFUL TO THE COMPANY FOR REDUCING THE ATTRITION RATE  NECESSARY ACTIONS MUST BE TAKEN IN FAVOR OF EMPLOYEES TO REDUCE ATTRITION OF EMPLOYEE IN CORPORATE	Identify strong TR & EM
			<b>4. EMOTIONS: BEFORE / AFTER</b> <span>EM</span>  Positive attrition refers to staff turnover that actually benefits the organization.  Negative attrition, especially in industries with the highest turnover rates, is expensive. The organization must once again recruit, assess, hire and train a new employee, and until the position is filled, team productivity declines.	