

Project Design Phase-I Problem – Solution Fit

Date	27 September 2022
Team ID	PNT2022TMID25104
Project Name	Corporate Employee Attrition Analytics
Maximum Marks	2 Marks

Problem – Solution Fit:

Define CS, fit into CC	<div>1. CUSTOMER SEGMENT(S) Who is your customer? Here Mostly An Organisation Or HR Person are the Customers, Particularly Who Suffers Finding Reasons Behind the Employee Attrition. They Need the Model for Reduces the Employee Attrition.</div>	<div>6. CUSTOMER CONSTRAINTS What constraints prevent your customers from taking action or limit their choices of solutions? Data Analyst - Customer Must Need a Data Analyst to Work With DataSets, and to take data Driven decisions. This all Needed to find the reason of Employee Attrition. Datasets - For all analysis require data About employees.</div>	<div>5. AVAILABLE SOLUTIONS Which solutions are available to the customers when they face the problem or need to get the job done? What have they tried in the past? What pros & cons do these solutions have? In the initial stage, Below data needed for Analyse to find the employee attrition, <ul style="list-style-type: none">- Data about employee salary expectation.- Data of employee skills.- Data of completed projects.- Data about time consuming projects.</div>	Explore AS, differentiate
	<div>2. JOBS-TO-BE-DONE / PROBLEMS Which jobs-to-be-done (or problems) do you address for your customers? There could be more than one; explore different sides. Mainly Two problems in this Analysing the datasets Fair Data - The Data must be fair to all condition about the employees because wrong data leads to wrong decisions.</div>	<div>9. PROBLEM ROOT CAUSE What is the real reason that this problem exists? What is the backstory behind the need to do this job? <ul style="list-style-type: none">- Root cause of this problem is the organizations are not giving proper care to their employees.- An organization management must take care about employees and giving them a proper reward.</div>	<div>7. BEHAVIOUR What does your customer do to address the problem and get the job done? <ul style="list-style-type: none">- Not only analysing the datasets, See the actual situations.- Sometimes decisions may be wrong, so they stop using analytics.- Perfect data gives growthful decisions.</div>	Focus on J&P, tap into BE, understand RC
Identify strong TR & EM	<div>3. TRIGGERS What triggers customers to act? Seeing the actual reduction in employee attrition in another organisation, To trigger the customer to try it out.</div>	<div>10. YOUR SOLUTION If you are working on an existing business, write down your current solution first, fill in the canvas, and check how much it fits reality. If you are working on a new business proposition, then keep it blank until you fill in the canvas and come up with a solution that fits within customer limitations, solves a problem and matches customer behaviour. Our Solution to solve this problem is <ul style="list-style-type: none">- To Collect Required Data Related to employee attrition.- And to clean , prepare it for visualisation for better understanding about the problem of employee attrition.- For taking perfect decisions for the growth of an organisation.</div>		Extract online & offline CH of BE
	<div>4. EMOTIONS: BEFORE / AFTER How do customers feel when they face a problem or a job and afterwards? Uncertainty about employee attrition -> Clear view about reducing Employee attrition and Be confident about organisation growth.</div>	<div>8.CHANNELS OF BEHAVIOUR 8.1 ONLINE <ul style="list-style-type: none">- A customer can use this anywhere at any time once they have the data sets in their cloud.- Otherwise creating dashboards to update on time and see the actual situation lively. 8.2 OFFLINE <ul style="list-style-type: none">- When they have all data in local machines then it is possible to view the reports.</div>		

