

Project Design Phase-I
Proposed Solution

Date	23 September 2022
Team ID	PNT2022TMID10272
Project Name	Corporate Employee Attrition Analysis
Maximum Marks	2 Marks

Proposed Solution:

S.No.	Parameter	Description
1.	Problem Statement (Problem to be solved)	Employee attrition is a significant expense to an organisation, and in many cases, the Human Resources department's top priority is to foresee such attritions. The goal in solving this problem is to forecast an organization's employee attrition rate.
2.	Idea / Solution description	Employee attrition must be decreased for a firm as it increases the high training cost and the crucial business time of an organization. Focus on employee engagement through meaningful work, goal-setting, and communication of value. Additionally, they should notice the causes for employees to leave the organization. It is more responsible to find the better solution to get into the work and find the various useful points by analyzing the employees who are leaving.
3.	Novelty / Uniqueness	The uniqueness is that it increases the way to predict the employees leaving from the organization due to the dissatisfaction in the work and the various employees leaving from the organization due to their personnel problems can be determined.
4.	Social Impact / Customer Satisfaction	This leads to the various dissatisfaction between the employees and the organization. So this can be solved in the organization by the various mechanisms to solve the employees needs from the company to ensure their needs from the organization.

5.	Business Model (Revenue Model)	This model may increase the rate of efficiency to find the employees moving out from the organization for various reasons and they can be resolved. The top skilled persons may move from the companies that can create huge loss to organization ,by this model we can retain the employees in the organization.
6.	Scalability of the Solution	This ensures the Various Needs that are put forward by the employees in an organization to stay . This makes the solution more powerful to solve the problem with the most suitable format that is needed to be faced. It is most suitable to make the employees stay as far as possible and meet their needs and expectations.