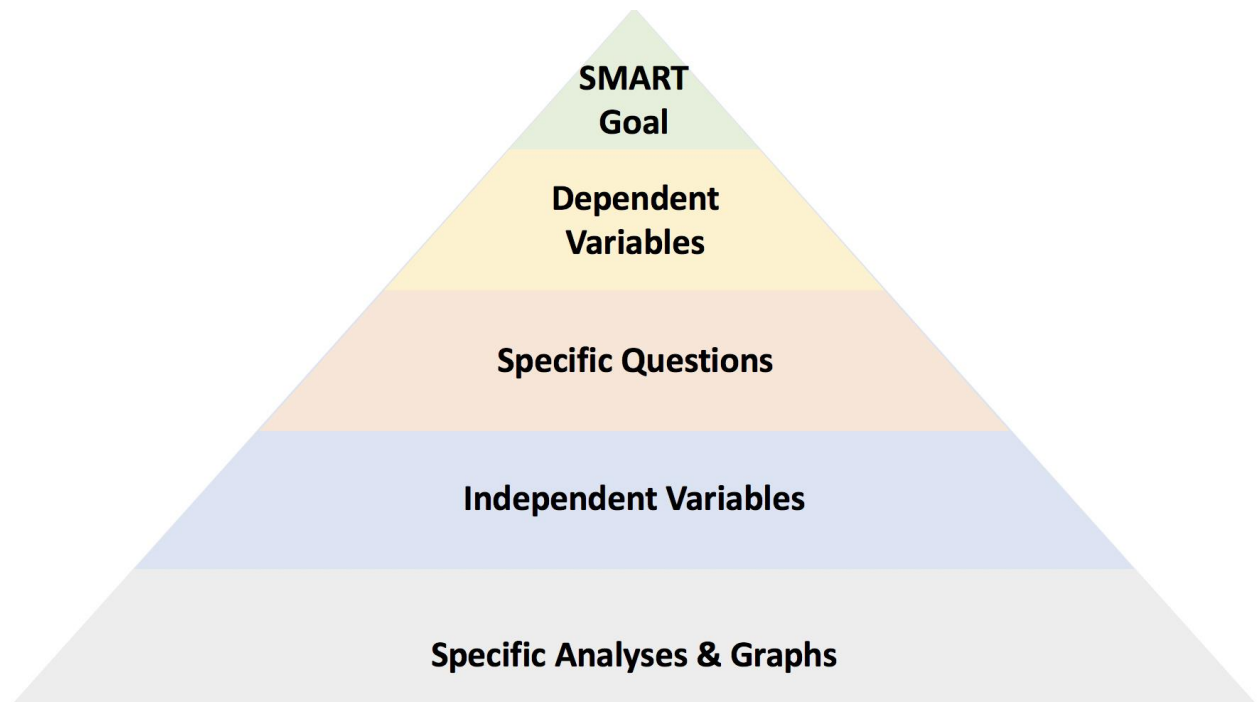


STRUCTURED PYRAMID ANALYSIS PLAN



SMART GOAL

To reduce the number of employees leaving the company by at-least 5% in a year.

DEPENDENT VARIABLE

- The dependent variable for our project is attrition.
- We will determine whether an employee will leave the company or not. If yes, then identify the factors and try to reduce them.

INDEPENDENT VARIABLE

The independent variable or attributes which are contributing factors towards an employee's decision to quit.

- Age – What is the age of the employee.
- Daily Rate – What is their daily wage.
- Business Travel – How frequently they travel for business purpose.
- Department – Which department do they work under.
- Distance from home – How far is the office from the place they live.

- Education field – What educational background they have.
- Environment satisfaction – How much satisfied they are in their working environment on the scale of 1 to 4.
- Gender – Whether the employee is male or female.
- Hourly Rate – What is the employee's hourly wage.
- Job involvement – How productively the employees are engaged in their jobs on the scale of 1 to 4.
- Job level – What level does the employee is positioned in the company.
- Job role – What is role of the employee in their job.
- Job satisfaction – How satisfied they are with their job on the scale of 1 to 4.
- Marital Status – Whether the employee is married or single.
- Number of companies worked in – How many companies have the employee worked in before joining this company.
- Over time- How many hours did the employee worked over the designated hours.
- Salary hike – If they received any increment in their salary and by how much.
- Performance rating – How was their performance rated on the scale of 1 to 4.
- Stock option level: Whether the employee has any stocks of the company or not.
- Total working years – How many years of experience does the employee has in total.
- Work life balance – Work-life balanced measured on the scale of 1 to 4.

SPECIFIC QUESTIONS

- What are the factors that impact the most on an employee's decision to quit the company?
- Which age group and gender are more likely to leave the company?
- What are some prescriptive measures to reduce the likeliness of employees quitting the company?

KEY PERFORMANCE INDICATOR

- Reduction of number of employees leaving the company is our desired outcome
- By determining the factors, we would be able to give a prescriptive measure on how those factors could be eliminated or reduced to keep loyal and deserving employees within the company
- The progress can be measured when all these factors would be detected and reviewed in test data set

- We can influence the outcome by figuring out that what factors are affecting the employee's interest and what constraints should be changed to increase the employee's interest
- The constraint for the factor or variable that are affecting our outcome is responsible for the business
- We can say that our goal is completed when we will be able to reduce the number of employees leaving the company by determining the factors
- We can review our program weekly or monthly towards the outcome