STRUCTURED PYRAMID ANALYSIS PLAN

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                    SMART
                    Goal
               Dependent
               Variables
            Specific Questions
          Independent Variables
        Specific Analyses & Graphs
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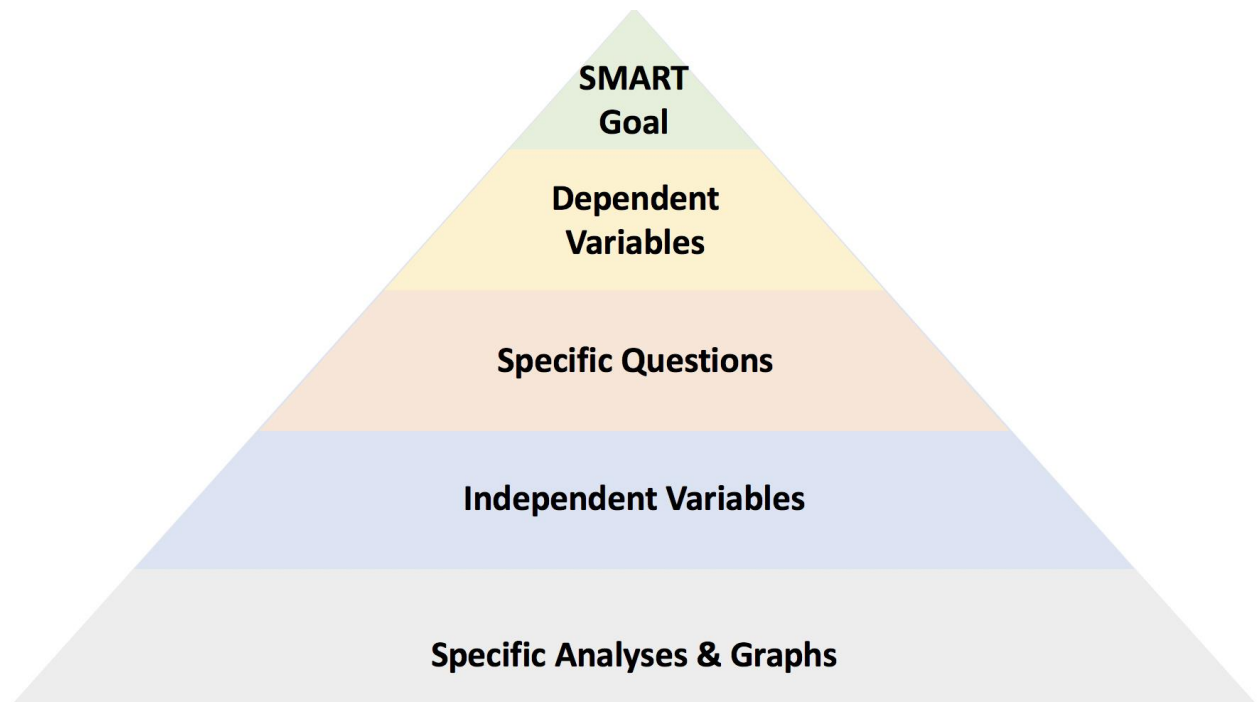
SMART GOAL: To reduce the number of employees leaving the company by at-least 5% in a year.

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:

- Determining the factors which have the most impact on an employee's decision to quit the company.
- Determining the age group and gender which are more likely to leave the company.
- Draw out 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