

Project Initialization and Planning Phase

Date	15 March 2024
Team ID	739920
Project Name	Work Force Retention System
Maximum Marks	3 Marks

Define Problem Statements (Organization Problem Statement Template):

The organization is experiencing a high rate of employee turnover, particularly among its skilled and experienced workforce. This turnover is resulting in increased operational costs, decreased employee morale, and a disruption in the continuity of work. There is a need for a comprehensive workforce retention system to identify the root causes of turnover and implement effective strategies to retain talent.

- **Increased Operational Costs:**

- Higher expenses related to recruitment, onboarding, and training of new employees.
- Loss of productivity during the transition period as new hires get acclimated to their roles.

- **Decreased Employee Morale:**

- Remaining employees may experience increased workloads and stress due to understaffing.
- A sense of instability and uncertainty may prevail, affecting overall job satisfaction and engagement.

- **Disruption in Continuity:**

- Loss of institutional knowledge and expertise as experienced employees leave.
- Challenges in maintaining consistent quality and efficiency in operations.

Problem	I am	I'm trying to	But	Because	Which makes
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Statement (PS)	(HR)				me feel
PS-1	A HR seeking number of employees who are About to leave	Mitigate employ Turnover Rate	I am unable to Predict the Turnover	Lack of better System and Unpredictable nature	worried about future Of organization