Software Requirements Specification

for

Attrition Analysis System,

By Team Pythonista

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3. System Features

3.1 Track Employee Attrition

3.1.1 Description and Priority

- The system shall track employee attrition (employee quitting) within the organization over specified time periods (quarterly, yearly)
- It shall collect and store data on reasons for attrition, numbers of employee leaving, and levels within the organization where attrition is highest/lowest.
- It shall provide various reports and visualizations to analyze attrition trends.

3.1.2 Stimulus/Response Sequences

Stimulus:	User requests to view attrition data for a given period.
Response:	System displays attrition data in the request format (e.g., table, chart).
Stimulus:	User requests to generate specific attrition report.
Response:	System generates the report based on the specified criteria
Stimulus:	User requests to export attrition data
Response:	System exports the data in a chosen format (e.g., CSV, Excel)

3.1.3 Functional Requirements

Attrition Track:	The system shall maintain a record of all employee separations, including: Employee ID Separation Date Reason for separation Department Job Title Tenure
Attrition Filter:	The system shall allow users to filter attrition data by: Time period (e.g. quarterly, yearly) Department Job Title Reason for separation Other relevant criteria
Attrition Report:	The system shall generate various reports such as: Attrition rate by time period Reason for attrition Attrition by department Attrition by Job Title Attrition by Tenure

Visualization (charts, graphs)
Attrition Export: The system shall allow users to export attrition data in various formats

Manage Employee Data: Employee. Add: The system shall allow authorized users to add new employee records Employee. Edit: The system shall allow authorized users to edit existing employee records Employee. Delete: The system shall allow authorized users to delete employee records (if applicable, considering data retention policies)
Manage Reasons for Attrition: Reasons. Add: The system shall allow authorized users to add new reasons for attrition. Reason. Edit: The system shall authorize users to edit existing reason for attrition. . Reason. Delete: The system shall allow authorized users to delete reasons for attrition
Set User Access Permission: Access. Assign The system shall allow administrators to assign different levels of access permission to users (e.g., view only, edit, admin)

4.External Interface Requirements

- **Integration with HR System**: The system may need to integrate with the organizations HR system to retrieve employee data.

- **Hardware Interfaces**

No hardware interfaces have been identified.

5.Other Nonfunctional Requirements

- **Performance Requirements:** The system shall be able to handle large amounts of data and generate reports efficiently.

- **Security Requirements:** The system shall protect sensitive employee data from unauthorized access.
- **Usability:** The system shall be easy to use for users with varying levels of technical expertise
- **Reliability:** The system shall reliable and available to users when needed.
- **Maintainability:** The system shall be easy to maintain and update