

Project Design Phase-I
Proposed Solution

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| Date | 18 October 2023 |
| Team ID | Team-592453 |
| Project Name | Project - Work Force Retention System |
| Maximum Marks | 2 Marks |

Proposed Solution Template:

Project team shall fill the following information in proposed solution template.

| S.No. | Parameter | Description |
|-------|--|---|
| 1. | Problem Statement (Problem to be solved) | Many well-established companies operating in a competitive industry, have been facing persistent challenges related to employee turnover. High employee attrition rates have resulted in increased recruitment and training costs, disruption of workflow, and a negative impact on overall productivity. |
| 2. | Idea / Solution description | A machine learning model using predictive analytics will be developed analyzing previous data of employees attrition and job satisfaction. Based on the feedback and data analysis, develop a set of targeted retention strategies and initiatives. |

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| 3. | Novelty / Uniqueness | The Machine Learning model would use the most effective prediction algorithm suited for the employee attrition dataset, and would come out with the most efficient solution for the problem statement. This allows organizations to take proactive measures to retain valuable employees. |
| 4. | Social Impact / Customer Satisfaction | A well-executed retention system can enhance the physical and mental well-being of employees. |
| 5. | Business Model (Revenue Model) | <p>High turnover rates are expensive due to the costs associated with recruiting, onboarding, and training new employees. A retention system can reduce these expenses by keeping experienced employees in the organization</p> <p>Retained employees require less training and development, as they already have the necessary skills and knowledge. This reduces the company's training expenses.</p> |
| 6. | Scalability of the Solution | <p>Use databases and data storage systems that can handle increased data and user loads. Scalable databases can accommodate the growing volume of employee information, feedback, and performance data.</p> <p>Analyzing previous data of employee attrition</p> |

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| | | <p>and job satisfaction.</p> <p>Based on the feedback and data analysis, develop a set of targeted retention strategies and initiatives.</p> |
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