**Project Initialization and Planning Phase**

|  |  |
| --- | --- |
| Date | 15 March 2024 |
| Team ID | 740667 |
| 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** |
| **Statement** **(PS)** | **(HR)** |  |  |  | **me feel** |
| PS-1 | A HR seeking | Mitigate employ | I am unable to | Lack of better | worried |
|  | number of employees who are | Turnover Rate | Predict the | System and | about future |
|  | About to leave |  | Turnover | Unpredictable nature | Of organization |