UeCampus Sample

CONSULTANCY PROJECT

PROJECT PROPOSAL FOR APPROVAL

Name	John Brown
Student ID	123456
Project Title	The Impact of Employee Turnover on Organizational Performance
Name of Organisation	Google
Your Job Title	Manager
Your motivation for this study *(100 words)*	I am motivated to conduct this study because I believe that it can help to identify the factors that contribute to employee turnover and the most effective strategies for reducing turnover. This is important because employee turnover can have a significant negative impact on organizational performance.
The reasons for this research - List the Problems identified to be solved *(200 words)*	High employee turnover rates can lead to decreased productivity, increased costs, and a decline in customer satisfaction. Employee turnover can also disrupt team morale and make it difficult to retain institutional knowledge. The costs of hiring and training new employees can be significant, and high turnover rates can lead to a loss of investment in human capital.
Benefits arising from your resolution of the identified problems *(100 words)*	The benefits of reducing employee turnover include increased productivity, decreased costs, improved customer satisfaction, and enhanced team morale. By reducing turnover, organizations can also save money on hiring and training costs, and they can retain institutional knowledge.
Your methodology for data collection *(200 words)*	The data for this study will be collected through a survey of employees from a variety of organizations. The survey will ask employees about their reasons for leaving their previous

	jobs, their experiences with their current jobs, and their thoughts on how to reduce turnover. The survey will also be supplemented with interviews with HR professionals and other experts on employee turnover. The interviews will help to provide a deeper understanding of the factors that contribute to turnover and the most effective strategies for reducing it.
Literature Review – List NO MORE than 5 relevant literature aligned to the Project objectives and area of study	1. The High Cost of Employee Turnover (Bersin, 2018) 2. The Impact of Employee Turnover on Organizational Performance (Cappelli & Tavis, 2016) 3. Why Employees Leave Their Jobs (SHRM, 2022) 4. How to Reduce Employee Turnover (Forbes, 2022) 5. The 5 Most Common Reasons Employees Leave Their Jobs (LinkedIn, 2022)
Constraints or limitations likely to impact on your project	The main constraint on this project is the availability of data. It may be difficult to obtain a large enough sample of employees to complete the survey. Another constraint is the time required to collect and analyze the data. This project will require a significant investment of time and resources.
Your timeline for the completion of the project	The project is expected to be completed within 3 months.
Has permission been obtained from your superior or organisation for this project?	Yes, permission has been obtained from my superior and the organization for this project.

Any other comments	I am confident that this project will make a significant contribution to the understanding of employee turnover and the most effective strategies for reducing it. I am excited to see the results of the study and to share them with the academic community and the business world.
DATE OF SUBMISSION	2023-06-25

*words specifications are only a guide
Complete the above template and submit for approval