

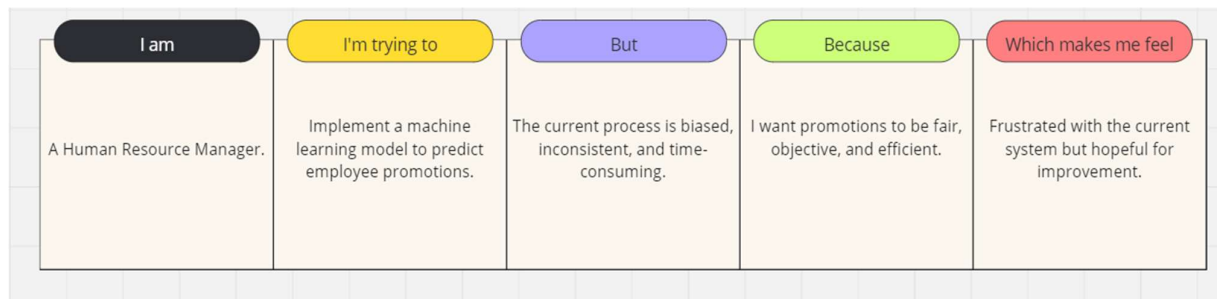
Project Initialization and Planning Phase

Date	6 July 2024
Team ID	xxxxxx
Project Name	Human Resource Management: Predicting Employee Promotions Using Machine Learning
Maximum Marks	3 Marks

Define Problem Statements (Customer Problem Statement Template):

Human Resource Management (HRM) faces the critical task of identifying employees with the potential for promotions to ensure optimal workforce utilization and development. Traditional methods of promotion decision-making, often based on subjective evaluations, can be biased, inconsistent, and time-consuming. This leads to challenges in retaining top talent, maintaining employee morale, and achieving organizational goals.

The objective is to leverage machine learning techniques to develop a predictive model that accurately forecasts employee promotions. The model should analyze various factors such as performance metrics, employee demographics, job roles, tenure, skills, and other relevant attributes to predict which employees are most likely to be promoted.



Problem Statement (PS)	I am (Customer)	I'm trying to	But	Because	Which makes me feel
PS-1	A Human Resource Manager.	Implement a machine learning model to predict employee promotions.	The current process is biased, inconsistent, and time-consuming.	I want promotions to be fair, objective, and efficient.	Frustrated with the current system but hopeful for improvement.