

# Project Initialization and Planning Phase

**Date:** 31 July 2025

**SkillWallet ID:** SWUID20240141492

**Project Name:** Employee Performance Prediction using Machine Learning

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## Define Problem Statements (Customer Problem Statement Template):

Employee performance evaluation is a critical process in every organization. However, traditional evaluation methods are often subjective, time-consuming, and lack actionable insights. HR teams face challenges in predicting employee productivity and identifying skill gaps, which can lead to poor resource allocation, decreased employee satisfaction, and increased attrition rates.

By implementing a machine learning-based solution, organizations can predict employee performance based on key factors such as experience, skills, training hours, and past performance records. This enables data-driven decision-making, timely interventions, and effective workforce planning, ultimately improving productivity and reducing attrition.

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## Problem Statement (PS):

I am (Customer)	I'm trying to	But Because	Which makes me feel
PS-1: An HR Manager	Evaluate employee performance	Lack of accurate prediction tools	Frustrated and overworked
PS-2: A Team Lead	Identify high/low-performing staff	Time-consuming manual evaluations	Pressured and inefficient
PS-3: An Employee	Improve my productivity	No clear insights on my performance	Uncertain about my growth

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