Project Initialization and Planning Phase

Date	15 March 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):

In the dynamic landscape of human resource management, companies face considerable hurdles in ensuring fair and efficient employee promotion processes. Organizations grapple with large volumes of data, potential biases, and the necessity for transparent decision-making. Large enterprises encounter difficulties in consistently recognizing top talent, startups strive for equitable promotion systems to stimulate growth, and businesses in competitive sectors seek to retain their most valuable employees. To address these challenges, we propose creating a machine learning model that predicts employee promotions based on key indicators such as performance metrics, tenure, skills, and feedback. This solution aims to optimize promotion workflows, guarantee fairness, improve employee retention, and cultivate a culture of meritocracy and professional development, thereby driving organizational success and enhancing employee satisfaction.

I am	I'm trying to	But	Because	Which makes me feel
HR professional	implement a fair and efficient promotion system	face challenges with data volume, potential biases, and transparency	it's crucial to identify top talent and retain valuable employees	concerned about maintaining fairness and optimizing HR processes

Problem Statement (PS)	I am (Customer)	I'm trying to	But	Because	Which makes me feel
PS-1	An HR professional	implement a fair and efficient promotion system	face challenges with data volume, potential biases, and transparency	it's crucial to identify top talent and retain valuable employees	concerned about maintaining fairness and optimizing HR processes