

## Project Initialization and Planning Phase

Date	11 July 2024
Team ID	SWTID1720174920
Project Name	Human Resource Management: Predicting Employee Promotions Using Machine Learning
Maximum Marks	3 Marks

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

Create a problem statement to understand your customer's point of view. The Customer Problem Statement template helps you focus on what matters to create experiences people will love. A well-articulated customer problem statement allows you and your team to find the ideal solution for your customers' challenges. Throughout the process, you'll also be able to empathize with your customers, which helps you better understand how they perceive your product or service.

<b>I am</b>	Describe customer with 3-4 key characteristics - who are they?	Describe the customer and their attributes here
<b>I'm trying to</b>	List their outcome or "job" the user does - what are they trying to achieve?	List the thing they are trying to achieve here
<b>but</b>	Describe what problems or barriers stand in the way - what bothers them most?	Describe the problems or barriers that get in the way here
<b>because</b>	Enter the "root cause" of why the problems or barriers exist - what needs to be solved?	Describe the reason the problems or barriers exist
<b>which makes me feel</b>	Describe the emotions from the customer's point of view - how does it impact them emotionally?	Describe the emotions the result from experiencing the problems or barriers

Reference: <https://miro.com/templates/customer-problem-statement/>

### Example:

<b>I am</b> a traveler	<b>I'm trying to</b> book flights on my phone	<b>but</b> it takes a long time	<b>because</b> the website is not responsive and doesn't have a mobile version	<b>which makes me feel</b> Frustrated
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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	Identify potential candidates	I'm overwhelmed by the large	Manual analysis is time-	Frustrated and concerned about making

		for promotion	volume of employee data	consuming and prone to bias	fair and timely promotion decisions
PS-2	An Employee	Understand my chances of being promoted	I receive little to no feedback on my performance	The current system lacks transparency and clear criteria for promotions	Demotivated and uncertain about my career progression