* **Business Success Criteria**
* Develop an AI solution that helps companies to determine employee salaries.
* Develop an Ai solution that eliminates bias and unfair wages.
* **Requirements**
* Employee Data (Age, gender, Job title, Education Level, Years of experience, Salary)
* Technical requirements
* Amazon Web Services cloud servers
* Programming languages: Python
* Cloud deployment environments
* Internet access for people working on the project
* Human requirements
* Access to company experts who understand the HR and finance context.
* Trainee for staff to know and understand the software
* **Constraints**
* Resource budget
* Human resource and finance compliance
* POPIA compliance (in case employees do not give permission to use their data)
* Data
* **Risks**
* Gathering people information such as age , gender , education and years of experience and salary records may lead to privacy breaches if not properly secured .
* The is a possibility that the system might replicate existing inequity instead of fixing them .
* Companies might misuse the tool to justify lower salaries under the guise of Ai fairess tool .
* **Tools**
* Programming: Python and python modules sk-learn,
* **Techniques**
* Data preprocessing techniques:
* Label encoding
* Supervised Machine learning Approach
* Classification learning technique
* Random Forest Classifier