**Data Requirement**

The project requires records of historical employee performance data spanning the past five years, including total number of employees, department information, performance ratings, employees’ contribution to the company, wages paid to employees versus work given, and any other relevant metrics. The data should be obtained from INX's internal HR database.

**Analysis Requirement**

The analysis should identify department-wise performance trends and patterns to understand variations in performance across different organizational units. The performance of Employees varies due to their work-life balance, their personal problems, etc. The objective of the analysis is to develop a predictive model to forecast future Employee performance based on data. The model should achieve a minimum accuracy of 85% in predicting the performance of the employees.

**Tools and Software**

The project will utilize Python programming language along with libraries such as pandas, scikit-learn, and matplotlib for data preprocessing, model development, and visualization. Jupyter Notebook will be used as the primary development environment for code execution and documentation.

**Hardware**

The analysis requires a machine with at least 8GB RAM and an octa -core processor to handle the large datasets efficiently. Additionally, access to a GPU is preferred for accelerated model training. It is recommended to run the code in a GPU environment because GPU Accelerates Parallel Computing for Deep Learning, also it gives better accuracy.