

Project Initialization and Planning Phase

Date	09 July 2024
Team ID	SWTID1720455879
Project Name	Human Resource Management: Predicting Employee Promotions Using Machine Learning
Maximum Marks	3 Marks

Define Problem Statements (Customer Problem Statement Template):

Organizations struggle to identify high-potential employees for promotion due to data volume and subjective evaluations, leading to overlooked talent, reduced engagement, and increased attrition. The Employee Promotion Prediction project aims to develop a machine learning model to forecast promotions based on performance metrics, tenure, skills, and feedback. This solution will streamline promotion processes, establish fair criteria, and help retain top talent, enhancing workforce management and organizational growth.

I am	I'm trying to	But	Because	Which makes me feel
HR professional	Identify top performers suitable for promotion	I face challenges due to the sheer volume of employees.	It is difficult to pinpoint individuals demonstrating exceptional capabilities and potential for advancement.	Overwhelmed and concerned that deserving employees might not be recognized.

I am	I'm trying to	But	Because	Which makes me feel
A part of a rapidly expanding startup	Establish a fair and transparent promotion process to retain talent	I face challenges in consistently assessing various criteria for promotions	Difficult to ensure that promotions are based on merit and that all deserving employees are recognized.	Concerned that the promotion process might not be viewed as fair, which could impact employee morale

Problem Statement (PS)	I am (Customer)	I'm trying to	But	Because	Which makes me feel
PS-1	HR professional	Identify top performers	I face challenges due to the	It is difficult to pinpoint individuals	Overwhelmed and concerned that deserving

		suitable for promotion	sheer volume of employees.	demonstrating exceptional capabilities and potential for advancement.	employees might not be recognized.
PS-2	A part of a rapidly expanding startup	Establish a fair and transparent promotion process to retain talent	I face challenges in consistently assessing various criteria for promotions	It is difficult to ensure that promotions are based on merit and that all deserving employees are recognized.	Concerned that the promotion process might not be viewed as fair, which could impact employee morale