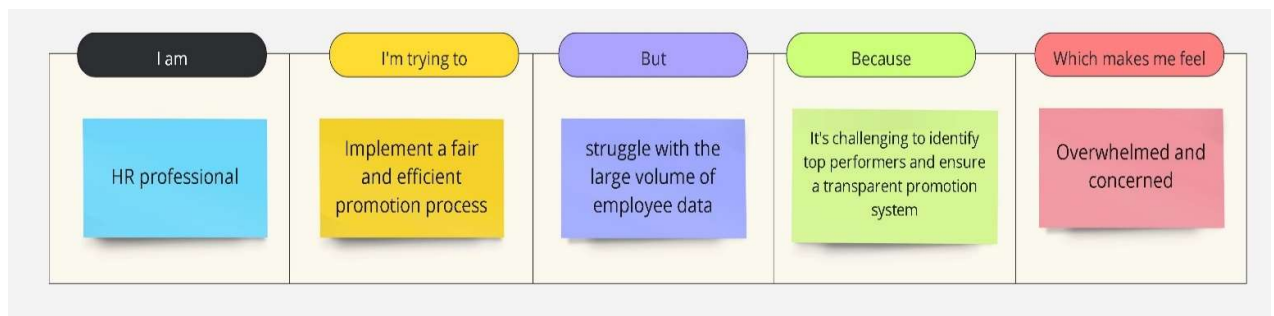


## Project Initialization and Planning Phase

Date	15 July 2024
Team ID	-
Project Name	Human Resource Management: Predicting Employee Promotions Using Machine Learning
Maximum Marks	3 Marks

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

In today's competitive business environment, organizations face significant challenges in managing employee promotions efficiently and fairly due to the sheer volume of data, potential biases, and the need for transparent processes. Large corporations struggle to identify top performers, startups seek fair promotion systems to foster growth, and companies in competitive industries aim to retain high-performing employees. To address these issues, we propose developing a machine learning model to predict employee promotions based on factors such as performance metrics, tenure, skills, and feedback. This solution aims to streamline promotion processes, ensure fairness, enhance retention, and foster a culture of meritocracy and career progression, ultimately contributing to organizational growth and employee satisfaction.



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 process	struggle with the large volume of employee data	Identifying top performers fairly is challenging	Overwhelmed and concerned about fairness