

Project Initialization and Planning Phase

Date	25 June 2025
Team ID	SWTID1750155746
Project Name	Human Resource Management: Predicting Employee Promotions using Machine Learning
Maximum Marks	3 Marks

Define Problem Statements:

The current promotion evaluation process in many organizations poses challenges for employees, affecting transparency and morale. Employees often face unclear criteria and subjective decisions, especially in large organizations with diverse teams. These issues lead to dissatisfaction and reduced trust in the system. To support fair career advancement and improve employee experience, we aim to resolve these challenges. By identifying key factors influencing promotions and implementing a data-driven solution, we can offer a more reliable, transparent, and consistent evaluation process that aligns with organizational goals and employee expectations.

Problem Statement (PS)	I am (Employee)	I'm trying to	But	Because	Which makes me feel
PS-1	An employee in a large organization	Get a fair chance at promotion	The criteria seem unclear and biased	I have consistently good performance	Frustrated and undervalued

