

Project Initialization and Planning Phase

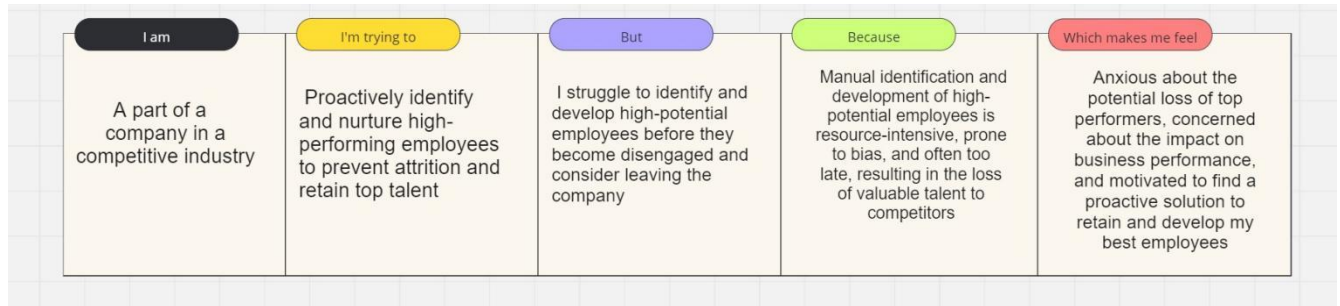
Date	9 July 2024
Team ID	SWTID1720104839
Project Name	Human Resource Management: Predicting Employee Promotions Using Machine Learning
Maximum Marks	3 Marks

Define Problem Statements (Customer problem statement template)

Developing a machine learning model that accurately predicts employee promotion potential based on various factors such as performance metrics, tenure, skills, and feedback is crucial for identifying high-potential employees deserving of advancement opportunities, enhancing workforce management strategies, improving employee engagement and retention, and driving organizational growth.

I am	I'm trying to	But	Because	Which makes me feel
HR Professional	Identify top performers suitable for promotion and streamline promotion process	I am facing challenges due to sheer volume of employees	It is difficult to pinpoint individuals demonstrating exceptional capabilities and potential for advancement	Overwhelmed, and concerned that deserving employees may be overlooked for promotion opportunities

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 and incentivize growth	I struggle to identify the most deserving employees for promotion, as the current process is subjective and prone to bias	Manual evaluation of employee performance and potential is time-consuming and leading to unfair promotions and demotivated employees	Concerned about losing top talent, anxious about the impact of unfair promotions on company culture, and eager to find a solution that promotes meritocracy and career progression



Problem Statement (PS)	I am (Customer)	I'm trying to	But	Because	Which makes me feel
PS-1	HR Professional	Identify top performers suitable for promotion and streamline the promotion process	I am facing challenges due to sheer volume of employees	It is difficult to pinpoint individuals with exceptional capabilities and potential for advancement	Overwhelmed, and concerned that deserving employees may be overlooked for promotion opportunities
PS-2	A part of a rapidly expanding startup	Establish a fair and transparent promotion process to retain talent and incentivize growth	I struggle to identify the most deserving employees for promotion, as the current process is subjective and prone to bias	Manual evaluation of employee performance and potential is time-consuming and leading to unfair promotions and demotivated employees	Concerned about losing top talent, anxious about the impact of unfair promotions on company culture, and eager to find a solution that promotes meritocracy and career progression
PS-3	A part of a company in a competitive industry	Proactively identify and nurture high-performing employees to	I struggle to identify and develop high-	Manual identification and development of high-	Anxious about the potential loss of top performers, concerned

		prevent attrition and retain top talent	potential employees before they become disengaged and consider leaving the company	potential employees is resource-intensive, prone to bias, and often too late, resulting in the loss of valuable talent to competitors	about the impact on business performance, and motivated to find a proactive solution to retain and develop my best employees
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