Project Initialization and Planning Phase

Date	08 August 2025
Skillwallet ID	SWUID20250186419
Project Name	Employee Performance Prediction
Maximum Marks	3 Marks

Define Problem Statements (Customer Problem Statement Template):

The core problem is the significant variability in worker productivity, which makes it difficult for factory managers to accurately forecast output and plan daily operations. This variability is often a result of numerous factors, including team dynamics, incentives, overtime, and work-in-progress (WIP) levels, which are not always well-understood or accounted for.

- **I am** a garments factory manager.
- **I'm trying to** consistently meet targeted productivity goals and improve overall factory efficiency.
- **But** my teams' actual productivity varies significantly from day to day, and it's hard to understand why.
- **Because** there are many interconnected factors influencing productivity, and I lack a systematic way to analyse them and predict outcomes.
- **Which makes me feel** frustrated and unable to make effective, data-driven decisions.

Problem Statement (PS)	I am (Customer)	I'm trying to	But	Because	Which makes me feel
PS-1	A garments factory manager	Meet targeted productivity goals.	Productivity varies unpredictably.	I can't analyze the impact of factors like smv and incentive.	Frustrated and unable to make effective, data-driven decisions.
PS-2	A garments worker/team leader	Maximize team productivity and incentives.	The connection between effort and outcome isn't clear.	There is no transparent model explaining how metrics impact performance and pay.	Demotivated and uncertain how to improve.