Ideation Phase
Empathize & Discover

Date	18 October 2023
Team ID	593214
Project Name	Project – MACHINE LEARNING APPROACH FOR EMPLOYEE PERFORMANCE PREDICTION
Maximum Marks	4 Marks

Empathy Map Canvas:

User Persona: In the center of the canvas, we identify the primary persona we want to understand, such as HR professionals, team managers, data scientists, or employees themselves.

What They Say: In this section, note down direct quotes or statements made by the persona regarding employee performance prediction. These can be comments or feedback on the existing processes or tools.

What They Do: Document the observable actions and behaviors of the persona related to employee performance prediction. This might include conducting performance reviews, collecting data, or making decisions based on performance data.

What They Think & Feel: Explore the persona's thoughts, emotions, and concerns. What are their motivations, goals, and worries when it comes to predicting employee performance through machine learning?

Pain Points: Identify the challenges and frustrations your persona faces. This may include data quality issues, time constraints, or difficulties in interpreting machine learning results.

Gains: Note the positive outcomes and benefits your persona seeks. This can encompass improved decision-making, enhanced employee productivity, and better organizational performance.

Influences: List external factors that influence your persona's decision-making, such as company culture, management expectations, or industry trends.

Context & Environment: Consider the environment in which your persona operates. Is it a fast-paced startup, a large corporation, or a government agency? These contextual factors can significantly impact their approach to employee performance prediction.

Needs & Goals: Summarize the key needs and goals of your persona in relation to machine learning for employee performance prediction. This might include the need for user-friendly tools, accurate data, or actionable insights.

Quotes & Visuals: Add any relevant images, illustrations, or additional quotes that further emphasize the persona's emotions, challenges, and aspiration
Below is the empathy map given
Below

Malu has quoted :

"I want to excel in my role and contribute to the success of the team and the company. I value feedback and opportunities for skill development"

"I want to be a productive employee at the same time be at leisure after i have completed my tasks"

Malu is motivated to perform well and thinks she is genuine

Work-Life Balance: She hopes to strike a healthy work-life balance. Sarah dreams of a career where she can excel professionally while also having time for her personal life, family, and interests outside of work

Contribution to Company Success: Sarah's dream is to be a significant contributor to her company's success. She wants her work to make a tangible impact on the company's growth and reputation

Says

Thinks

Employee persona
Malu,Software Developer employee is an SDE Developer workiing in a multimedia company with a bachelors degree in computer science

Does

Feels

Task Completion: Malu likely completes her assigned software development tasks and projects within the stipulated timelines. She demonstrates strong technical skills in coding and problem-solving.

Performance pressure: Malu believes her team has a lot of overworking employees and sarah can finish the work but sometimes the workload seems to take a toll on her

Malu has structural management and is efficient in designing and designation of tasks

Career growth worries Malu wants to ensure shes on the right track to advance in her role

Possibility of a biased evaluation threatens malus career

👁 See an example