

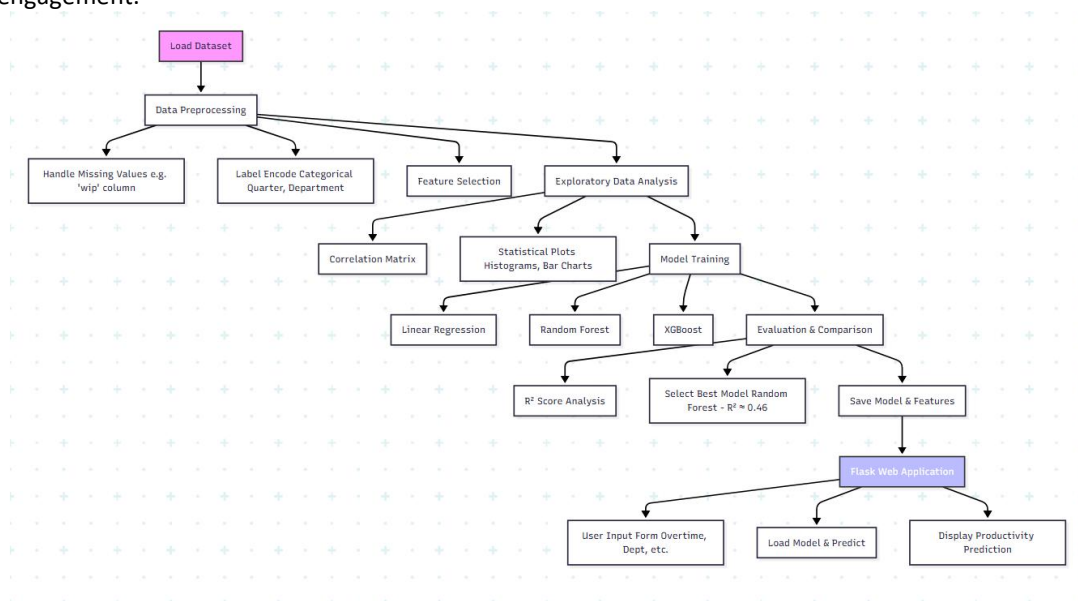
Project Initialization and Planning Phase

Date	23 June 2025
Team ID	NONE
Project Name	Employee Performance Prediction using Machine Learning

Define Problem Statements:

The current methods of evaluating employee productivity are often subjective, relying on periodic reviews and qualitative feedback rather than real-time, data-driven insights. This leads to delayed identification of underperformance, inefficient resource allocation, and missed opportunities for timely employee interventions. As a result, organizations may struggle to optimize workforce efficiency and retain high-performing employees.

To address these challenges, our solution introduces a machine learning-based system that predicts employee performance using historical work-related data such as overtime, idle time, department, and team size. By providing early and accurate productivity forecasts, this system empowers managers to make proactive, data-informed decisions regarding training, support, and resource planning — ultimately enhancing overall team performance and employee engagement.



PROBLEM STATEMENT (PS)	I AM	I'M TRYING TO	BUT	BECAUSE	WHICH MAKE ME FEEL
PS 1	A Team lead in garment manufacturing unit	Improve team productivity and identify underperforming employees early	I lack timely, data-driven insights into employee performance	Current evaluations are subjective, infrequent, and based on annual reviews	Frustrated and concerned about missed opportunities for improvement