



SDAIA

الهيئة السعودية للبيانات
والذكاء الاصطناعي
Saudi Data & AI Authority

HR ANALYTICS JOB BY CLASSIFICATION ALGORITHMS



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OUTLINE

01

OUR COMPANY

02

DESCRIBING DATA

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METHODOLOGY

04

RESULT

OUR COMPANY

A company who provided Data Science training is in need of Data Scientist for their own company and the HR department decided to make new enhancement in the process of recruitment from candidates who sign up their training.

BUSINESS QUESTION

How to predict the probability of a candidate to look for a new job or will work for the company, as well as interpreting affected factors on employee decision ?



DESCRIBING DATA

Datasets:

- ❖ Our Dataset we get it from [Kaggle](#).
- ❖ Contains of **19158** Rows & **14** Columns.



METHODOLOGY

01 PRE PROCESSING.

02 EDA ANALYSIS.

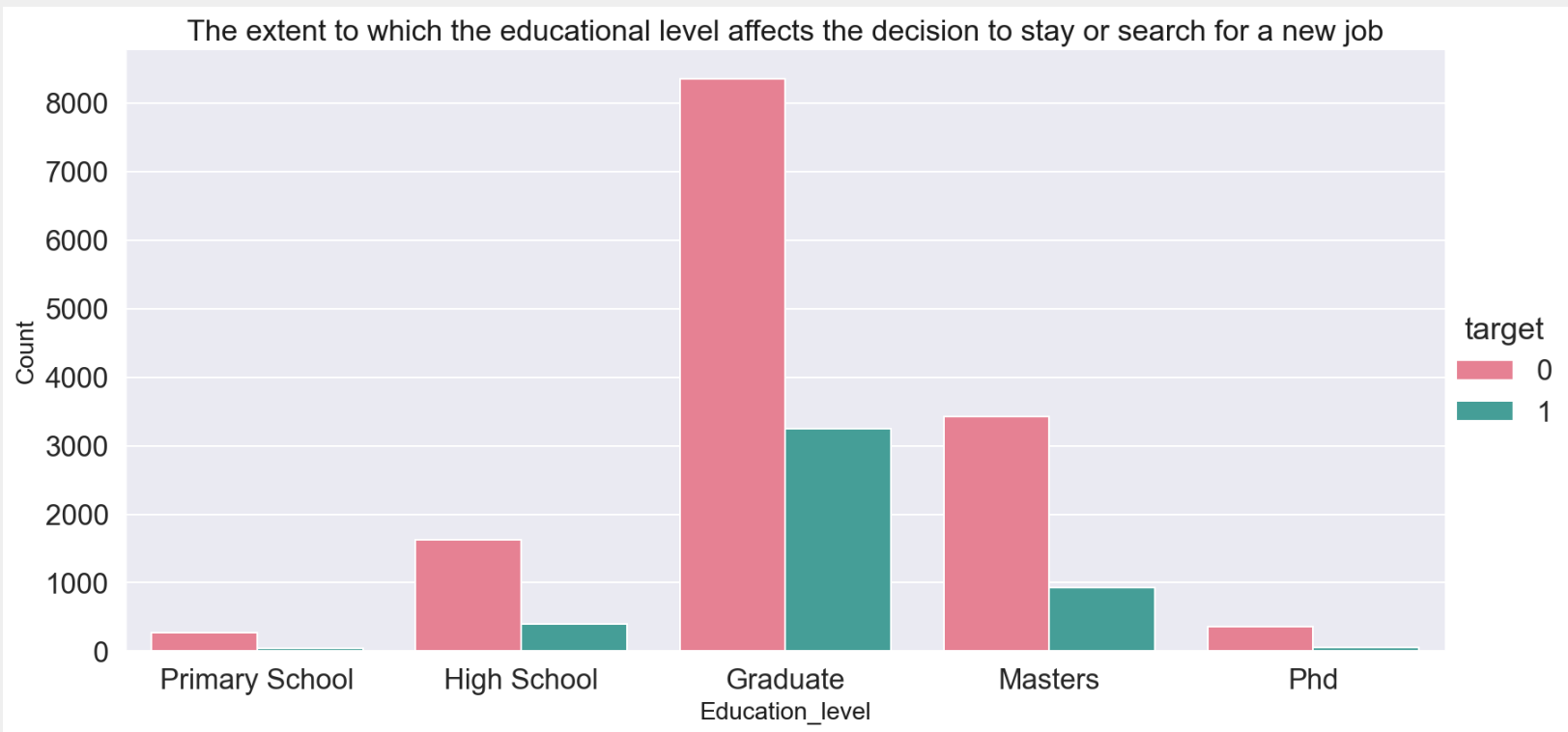
03 ALGORITHMS.



METHODOLOGY ... EDA ANALYSIS



METHODOLOGY ... EDA ANALYSIS



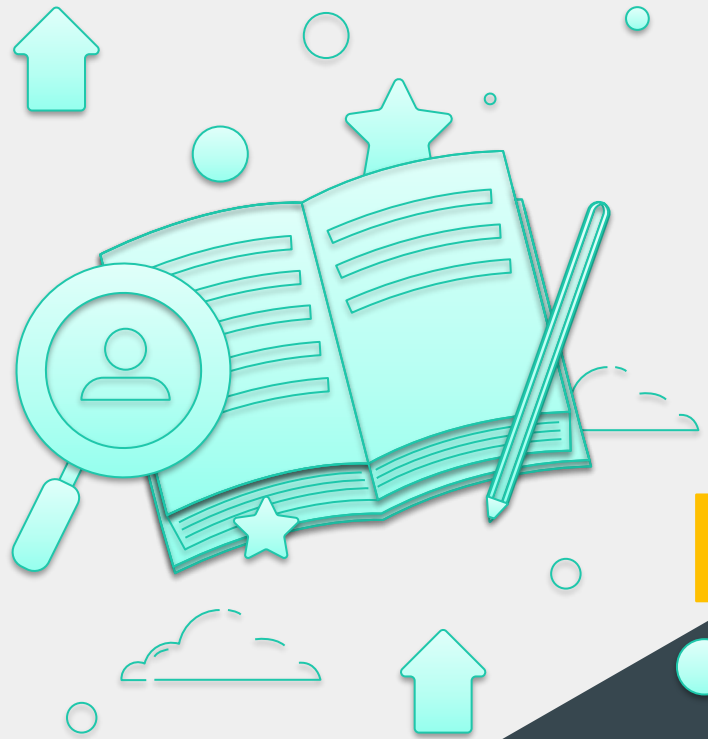
METHODOLOGY ... ALGORITHMS

- 1 Logistic Regression Classifier
- 2 Decision Tree Classifier
- 3 Random Forest Classifier
- 4 K-Nearest Neighbor(KNN) Classifier



RESULT

| | Trainin g | Test set | Precision | Recall | F1 |
|----------------------------|--------------|----------|-----------|--------|------|
| Decision Tree | 0.78 | 0.77 | 0.46 | 0.63 | 0.53 |
| Logistic Regression | 0.74 | 0.72 | 0.46 | 0.63 | 0.53 |
| K-Nearest Neighbor(KNN) | 0.79 | 0.75 | 0.57 | 0.26 | 0.35 |
| Random Forest | 0.78 | 0.76 | 0.59 | 0.26 | 0.36 |



THANKS

**Do you have any
questions?**