

Business Problem:

To ensure there is no discrimination between employees, it is imperative for the Human Resources department of Delta Ltd. to maintain a salary range for each employee with similar profiles

Apart from the existing salary, there is a considerable number of factors regarding an employee's experience and other abilities to which they get evaluated in interviews. Given the data related to individuals who applied in Delta Ltd, models can be built that can automatically determine salary which should be offered if the prospective candidate is selected in the company. This model seeks to minimize human judgment with regard to salary to be offered.

Goal & Objective: The objective of this exercise is to build a model, using historical data that will determine an employee's salary to be offered, such that manual judgments on selection are minimized. It is intended to have a robust approach and eliminate any discrimination in salary among similar employee profiles

File: Data.csv

Target variable: Expected_CTC

Data dictionary:

IDX	Index
Applicant_ID	Application ID
Total_Experience	Total industry experience
Total_Experience_in_field_applied	Total experience in the field applied for (past work experience that is relevant to the job)
Department	Department name of current company
Role	Role in the current company
Industry	Industry name of current field
Organization	Organization name
Designation	Designation in current company
Education	Education
Graduation_Specialization	Specialization subject in graduation
University_Grad	University or college in Graduation
Passing_Year_Of_Graduation	Year of passing Graduation
PG_Specialization	Specialization subject in Post-Graduation
University_PG	University or college in Post-Graduation
Passing_Year_Of_PG	Year of passing Post Graduation
PHD_Specialization	Specialization subject in Post-Graduation
University_PHD	University or college in Post Doctorate
Passing_Year_Of_PHD	Year of passing PHD
Curent_Location	Curent Location
Preferred_location	Preferred location to work in the company applied
Current_CTC	Current CTC
Inhand_Offer	Holding any offer in hand (Y: Yes, N:No)
Last_Appraisal_Rating	Last Appraisal Rating in current company
No_Of_Companies_worked	No. of companies worked till date
Number_of_Publications	Number of papers published
Certifications	Number of relevant certifications completed
International_degree_any	Hold any international degree (1: Yes, 0: No)
Expected_CTC	Expected CTC (Final CTC offered by Delta Ltd.)