Model Development Phase Template

Date	10 July 2024
Team ID	xxxxxx
Project Title	Human Resource Management Predicting Employee Promotions Using Machine Learning
Maximum Marks	5 Marks

Feature Selection Report Template

In the forthcoming update, each feature will be accompanied by a brief description. Users will indicate whether it's selected or not, providing reasoning for their decision. This process will streamline decision-making and enhance transparency in feature selection.

Feature	Description	Selected (Yes/No)	Reasoning
Employee_id	Unique identifier for each employee.	No	Unique identifier, not useful for analysis.
Department	The division or section where the employee works.	Yes	Useful for understanding departmental differences.
Region	The geographical area where the employee is located.	No	Not relevant to predicting promotion of employee in this case.

Education	The highest level of education attained by the employee.	Yes	Correlates with performance and career progression.
Gender	Gender of employee.	No	Not relevant to predicting promotion of employee in this case.
Recruitment_channel	The source through which the employee was hired.	No	Not relevant to predicting promotion of employee in this case.
No_of_trainings	The number of training programs attended by the employee.	Yes	Affects performance and development.
Age	Age of employee.	Yes	Provides insights into experience and career stages.
Previosu_year_rating	The performance rating of the employee from the previous year.	Yes	Strong predictor of future performance.
Length_of_service	The number of years the employee has worked at the company.	Yes	Indicates tenure and potential turnover.

Awards_w on	Whether the employee has won any awards.	Yes	Reflects achievements and performance.