

Model Development Phase Template

Date	12 July 2024
Team ID	SWTID1720174957
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
Years of Experience	Number of years the employee has worked in the company.	Yes	Experience and skill level are frequently correlated with one other. Performance ratings show potential for growth as well as present performance levels.
Last Performance Rating	The employee's performance rating in the last appraisal	Yes	Performance ratings reflect current performance levels and opportunities for advancement.

Previous Promotions	Number of times the employee has been promoted previously	Yes	Previous promotions imply career advancement and possibilities for future promotions.
Awards	Number of awards received by the employee	Yes	Awards reflect recognition of extraordinary performance, which may be associated with promotion opportunities.
Education	Highest education level attained by the employee.	Yes	Higher education levels could be a sign of aptitude and preparedness for more senior roles.
Training Score	Employee's score in training and development programs.	No	When weighed against other variables like experience and performance, training ratings may not have a direct correlation with promotability.