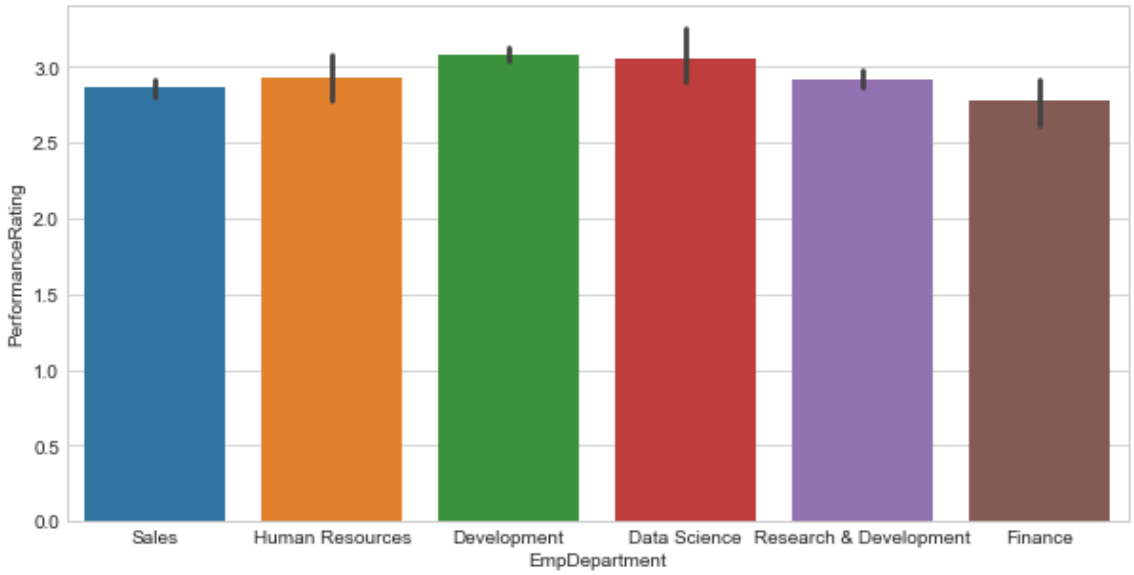
The following insights that are expected from this project.

1. Department wise performances

A) Clearly documented in “Department wise performances.ipynb”

```
16]: sb.barplot(x,y)

16]: <matplotlib.axes._subplots.AxesSubplot at 0x17ecb63beb8>
```




```
[ ]:
```

2. Top 3 Important Factors effecting employee performance

A) Clearly documented in Top 3 Important Factors effecting employee performance.ipynb

```
In [18]: # Extracting the best features from available predictor variables

         from sklearn.feature_selection import SelectKBest,chi2

In [19]: x=df.iloc[:,:-1]
         y=df.iloc[:,26]

In [20]: sel=SelectKBest(chi2,k=3)    # selected 12 important features by using SelectKBest

In [21]: sel.fit(x,y)

Out[21]: SelectKBest(k=3, score_func=<function chi2 at 0x000001861CE29400>)

In [22]: sel.transform(x)

Out[22]: array([[12, 10,  0],
                [12,  7,  1],
                [21, 18,  1],
                ...,
                [11, 20,  3],
                [14,  8,  7],
                [14,  2,  2]], dtype=int64)
```

3. A trained model which can predict the employee performance based on factors as inputs. This will be used to hire employees

A) Clearly documented in IABAAC project employee performance with 94% with RandomforestClassifier.ipynb

4. Recommendations to improve the employee performance based on insights from analysis.

A) Clearly documented in Top 3 Important Factors effecting employee performance.ipynb. Based on these three important factors, Hr managers can focus on these factors,how to improve these and accordingly can plan methods to improve employee performace.