The descriptive statistics behind all the relevant variables for the employees that got promoted:



The statistics behind all the relevant variables for the entire data set:



These tables easily show the differences between the employees as a whole vs those who got promoted. The key takeaways I see with this are:

1. The KPI’s met are a significant difference with a 35% change.
2. The previous year rating median and mean are one point higher for those who got promoted.
3. The average training scores are close to 10 points higher on average

With all this information that has been gathered on the data set, I have the ability to reasonably weight the data and start building my algorithm to classify the employees.