**Business Understanding**

Employees’ job performance rating is, arguably, one of the most effective metrics that evaluates employee’s contributions. In most cases, to obtain an employee’s performance rating would require a continues assessment of their work. However, in the light of the situation where hiring new employees bares high opportunity cost. Companies could benefit from predicting one’s performance rating before committing to hiring. Other than that, in finding more suitable employees, companies could rely on indicators that could, in some degrees, accurately reflect one’s aptness. Therefore, to reduce risk and uncertainty in hiring, the company needs a classification model that could predict one’s performance with information before hiring.

**Data Understanding & Preparation**

**Visualizations**

**Modeling**

**Evaluation**

**Deployment**

**Appendix:**