**Business Understanding**

The opportunity cost of hiring a new employee is very high. In addition to the training and other costs that need to be paid, the company also has to bear the risk that the employee may have problems in the future, such as poor output, resignation, and bad relationship with the employee and other negative circumstances, these will have a negative impact on the company's future development. In order to reduce the risk and uncertainty of recruiting new employees, improve the company’s operating efficiency, and reduce the company’s labor costs, we can predict potential employees’ performance rating before hiring. Employees’ job performance rating is one of the most effective metrics that evaluates employee’s contributions. This employee performance level can be used as a factor to help the company better evaluates the performance and potential contributions of new employees, companies could rely on indicators that could, in some degrees, accurately reflect one’s aptness, thereby hiring the compatible people for the company.

In most cases, to obtain an employee’s performance rating would require a continues assessment of their work. We will analyze how the education field, distance from home job involvement, job role, job satisfaction, work life balance, etc. impact the performance rating. This helps us to understand the employee's behaviors in order to predict their future performance. Thereby, this will improve the hiring process as well as decrease uncertainties in human resource management, operation, and administration.

The company would gain the ability to access one’s potential performance rating before committing to hire that person. Hence, to some degrees of extend, the company mitigated risks in hiring incompatible people.

**Data Understanding & Preparation**

Since we are trying to predict the working performance right before hiring, we will mainly focus on pre-work variables. The main data variables we will include in our instance are Education, Distance from home, Education Field and Monthly Income, etc.

**Visualizations**

**Modeling**

**Evaluation**

**Deployment**

**Appendix:**