Model Development Phase Template

Date	15 March 2024
Team ID	xxxxxx
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
employee_id	Unique identifier for each employee	**No**	Not required for predicting promotions as it doesn't provide predictive value
department	Department the employee belongs to	**Yes**	Relevant to determine promotion patterns across different departments
region	Region of the employee	**No**	**Not important for predicting promotions in this context.**

education	Employee's education level	**Yes**	Education level can impact performance and promotion eligibility
gender	Employee's gender	**No**	Not important for predicting promotions in this context
recruitment_channel	Recruitment channel through which hired	**No**	Not important for predicting promotions in this context
no_of_trainings	Number of training sessions attended	**Yes**	Additional training sessions can improve promotion readiness
age	Age of the employee	**Yes**	Age can indicate experience and influence promotions
previous_year_rating	Performance rating from the previous year	**Yes**	Direct indicator of past performance, crucial for promotion decisions
length_of_service	Length of service in the company	**Yes**	Company loyalty and experience are important for promotions
KPIs_met_above_80	KPIs met above 80% (0/1)	**Yes**	KPI performance is critical for assessing employee performance
awards_won	Whether the employee has won any awards (0/1)	**Yes**	Awards indicate high performance and recognition, influencing promotion decisions

avg_training_score	Average score in training sessions	**Yes**	Training effectiveness can impact the likelihood of promotion
is_promoted	Promotion status (target variable)	**Yes**	This is the target variable for the predictive model