Model Development Phase Template

Date	11 July 2024
Team ID	SWTID1720174920
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
Years of Experience	Number of years the employee has worked in the company.	Yes	Experience often correlates with readiness for promotion and skill level.
Last Performance Rating	The employee's performance rating in the last appraisal	Yes	Performance ratings indicate current performance levels and potential for advancement.
Education	Highest education level attained by the employee.	Yes	Higher education levels may suggest capability and readiness for higher roles

Previous Promotions	Number of times the employee has been promoted previously.	Yes	Past promotions indicate career progression and potential for future promotions.
Awards	Number of awards received by the employee	Yes	Awards reflect recognition of exceptional performance, which may correlate with promotability.
Training Score	Employee's score in training and development programs.	No	Training scores might not directly relate to promotability compared to other factors like performance and experience.