

INTERNSHIP: INTERIM PROJECT REPORT

Internship Project Title	TCS iON RIO-125: HR Salary Dashboard - Train the Dataset and Predict Salary
Name of the Company	TCS iON
Name of the Industry Mentor	Debashis Roy
Name of the Institute	B. K. Birla College of Arts, Science & Commerce (Autonomous), Kalyan

Start Date	End Date	Total Effort (hrs.)	Project Environment	Tools used
28-10-2023	08-11-2023	20.0 hrs	Jupyter Notebook	Python3
Milestone #1		Milestone:	Selected dataset and completed other pre-requisites of internship	

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ACKNOWLEDGEMENTS

I want to sincerely thank my industry mentor, Debashis Roy, for his unwavering support and invaluable guidance throughout this project. Working under his mentorship has not only been a tremendous learning experience but also a source of inspiration. The unique opportunity he granted me to contribute to this remarkable platform has significantly enriched my understanding of the industry. I am genuinely grateful for his responsiveness to my queries, which has greatly enhanced the overall quality of my work at every stage of the project.

OBJECTIVE

The goal of this initiative is to develop a specialized dashboard for human resource management, focusing on salary prediction. Using advanced machine learning algorithms, the dashboard will project potential candidates' salaries, factoring in variables such as experience, age, and others. The overarching objective is to furnish HR managers with valuable insights to facilitate informed decision-making during the candidate selection process, ultimately enhancing the efficiency of hiring for diverse job positions.

INTRODUCTION

The human resources division grapples with the intricate task of evaluating potential job candidates and discerning the most suitable individuals for a myriad of positions. The pivotal factor influencing a candidate's decision to accept a job offer often hinges on the competitiveness of the compensation package provided.

Within the scope of this project lies a substantial dataset. This dataset spans diverse columns and corresponding salary data, offering a rich and multifaceted resource. The primary aim of this project is to harness the potential of this dataset to develop an innovative salary prediction dashboard. This tool is designed to empower HR managers, providing them with the insights needed to make well-informed decisions regarding salary offers for prospective employees.

In the initial phase of the project, I undertook the successful collection of the dataset, preparing a solid foundation for the subsequent stage where we will construct a sophisticated salary prediction model. Ultimately, the overarching goal of this project is to simplify the recruitment process, attract high-calibre talent, and contribute to the mutual success of both job candidates and the organizations that bring them on board.

The subsequent step in the internship will be to clean and sanitize the dataset and gain insights and trends in data.

INTERNSHIP ACTIVITIES

- Viewed welcome kit videos to familiarize myself with the program's introduction and structure.
- Prepared for and actively participated in the RIO pre-assessment test to gauge my initial knowledge.
- Reviewed the day-wise plan to understand the organized schedule for the internship period.
- Engaged with project reference material for a comprehensive understanding of the assigned tasks.
- Explored industry project content to gain insights into real-world applications and expectations.
- Participated in webinars 1 and 2 to receive additional insights and guidance.

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- Examined posts in the digital discussion room to stay informed about ongoing discussions and queries.
- Watched lectures to augment my understanding of the project's topic.
- Created a GitHub account to efficiently store and share project files.
- Identified and obtained a suitable dataset, crucial for the project's data-driven objectives.
- Selected and ensured the chosen dataset meets the specified requirements for seamless integration into the project.

METHODOLOGY

- **Dataset Selection:** Emphasis was placed on acquiring skills for selecting relevant datasets, ensuring their alignment with project objectives.
- **Experience Gain:** Successful milestone completion provided hands-on experience in dataset selection, establishing a robust foundation for the internship.
- **Skill Enhancement:** Prioritized skill enhancement focused on synthesizing knowledge gained from various sources.
- **Preparation for Subsequent Stages:** Methodology ensures readiness for upcoming phases, fostering adaptability and addressing challenges in the project's progression.
- **Continuous Learning and Adaptation:** Encourages a mindset of ongoing learning and adaptability, vital for success as the project evolves.

CONCLUSION

As I reflect on the accomplishment of the initial milestone in this internship project, I find myself equipped with valuable insights and skills. The process of identifying an apt dataset for the internship has not only honed my ability to make informed choices but has also deepened my understanding of the essential criteria that the data should meet. Furthermore, engaging with documents, webinars, and assessments has been instrumental in providing a comprehensive framework for the subsequent stages of the internship. This multifaceted learning experience has undoubtedly broadened my knowledge base and prepared me for the challenges and opportunities that lie ahead in this enriching journey.

Link of the Dataset:

<https://www.kaggle.com/datasets/rhuebner/human-resources-data-set>