HR Promotion Prediction

Question/need:

HR analytics revolutionises the way human resources departments operate, leading to higher efficiency and better overall results. However, one of the problems most HR departments face is identifying the right people for promotion and preparing them in time.

- The goal is to predict the identifying the employees most likely to get promoted.

Dataset

the dataset of the STEM and Data Science salaries will be used to achieve the goal of this project. This dataset is available at Kaggle.

This dataset contains about +23,400 employees' records from a large multinational corporation (MNC), and they have 9 broad verticals across the organisation. and 13 features (columns). This dataset contains the information of each employee about:

1. employee_id Unique ID for employee
2. department Department of employee
3. region Region of employment (unordered)
4. education Education Level
5. gender Gender of Employee
6. recruitment_channel Channel of recruitment for employee
7. no*of*trainings no of other trainings completed in previous year on soft skills, technical skills etc.
8. age Age of Employee
9. previous*year*rating Employee Rating for the previous year
10. length*of*service Length of service in years
11. KPIs_met >80% if Percent of KPIs(Key performance Indicators) >80% then 1 else 0
12. awards_won? if awards won during previous year then 1 else 0
13. avg*training*score Average score in current training evaluations
14. is_promoted (Target) Recommended for promotion

The dataset is available as the .csv file.

Tools:

The tools will be used to achieve the goal of this study, such as NumPy, pandas, matplotlib, and seaborn for discovering the data and training a model. The work will be done through the Jupyter notebook.

- NOTE: the used features may be increased or changed and the model as well.