Project Title	HR Analytics – Job Classification
Technologies	Business Intelligence
Domain	HR
Project Difficulties level	Advanced

Problem Statement:

HR is not just about hiring people it is an ocean of its own. HR department goes through a constant journey of finding, selecting, onboarding and monitoring the right talent. You are required to use analytics concept to provide a smooth monitoring of workforce for the HR department.

Job classifications reflect both job families and pay grade related information. This is especially relevant when new jobs are created which need to fit in the existing job structure.

Jobs have a number of distinct features which impact the job's classification. These include education level, experience, organizational impact, level of supervision, financial budget, and more. Knowing these factors for different jobs enables a job analyst to classify jobs into groups – which are connected to pay scales and benefit packages.

Sundmark points out that Linear Discriminant Analysis (LDA) can be used to find combinations of features which characterize a number of classes of objects or events. Using LDA, Sundmark's job classification data set can be used to classify newly created jobs in the existing job structure, providing guidelines for newly created functions.

Do your own research and come up with your findings.

Dataset:

Created by - Lyndon Sundmark

Datasets is available in the given link. In this dataset, there are 66 job specifications covering 11 paygrades. All the factors mentioned above are included, and more

https://drive.google.com/drive/folders/1EjmXvrL6qitxIxHj06B3Cu1Clw-oaMWn?usp=sharing

Click here to enter text.

Approaches:

Python, R, Tableau, Power BI or you can use any tools and techniques as per your convenience. We would appreciate your valid imagination in finding solutions

Project Evaluation metrics:

Code: As per the requirements

- You are supposed to write a code in a modular fashion
- Safe: It can be used without causing harm.
- Testable: It can be tested at the code level.
- Maintainable: It can be maintained, even as your codebase grows.
- Portable: It works the same in every environment (operating system)
- You have to maintain your code on GitHub.
- You have to keep your GitHub repo public so that anyone can check your code.
- Proper readme file you have to maintain for any project development.
- You should include basic workflow and execution of the entire project in the readme file on GitHub
- Follow the coding standards: https://www.python.org/dev/peps/pep-0008/

Database:

- You are supposed to use a given dataset/resource for this project.

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Submission requirements:

High-level Document:

You have to create a high-level document design for your project. You can reference the HLD form below the link.

Demo link:

HLD Document Link

Click here to enter text.

Low-level document:

You have to create a Low-level document design for your project; you can refer to the LLD from the below link.

Demo link:

Low Level Design Sample document link

Architecture:

You have to create an Architecture document design for your project; you can refer to the Architecture from the below link.

Demo Link:

Architecture Document Link

Wireframe:

You have to create a Wireframe document design for your project; refer to the Wireframe from the below link.

Demo link

Wire-frame link

Project work:

You will have to share the Tableau Public Link of your work

You have to submit your code GitHub repo in your dashboard when the final submission of your project.

Demo link

Project code sample link :

Detail project report:

Click here to enter text.

You have to create a detailed project report and submit that document as per the given sample.

Demo link

DPR sample link

Project demo video:

You have to record a project demo video for at least 5 Minutes and submit that link as per the given demo.

Demo link

Project sample link :

The project LinkedIn a post:

You have to post your project detail on LinkedIn and submit that post link in your dashboard in your respective field.

Demo link

Linkedin post sample link :