

"HR ANALYTICS:  
Employee Promotion Data"  
INT 353 - CA 1

**NAME:** Sara Bora

**SECTION:** K20KT

**REGISTRATION NO.:** 12013194

**ROLL NO.:** RK20KTA01

## **INTRODUCTION**

Exploratory Data Analysis (EDA) is an approach to analyze the data using visual techniques. It is used to discover trends, patterns, or to check assumptions with the help of statistical summary and graphical representations.

## **PROBLEM STATEMENT**

A large MNC have 9 broad verticals across the organization. One of the problems is identifying the right people for promotion (only for manager position and below) and prepares them in time.

The final promotions are only announced after the evaluation and this leads to delay in transition to new roles. Hence, company needs help in identifying the eligible candidates at a particular checkpoint so that they can expedite the entire promotion cycle.

Multiple attributes have been provided around Employee's past and current performance along with demographics.

## **WHY I CHOSE THIS PROJECT**

I chose this dataset as my project as it helped me in generating summary statistics for numerical data in the dataset and creating various graphical representations to understand the data better.

## **AIM**

In this project, I have to predict whether a potential promotee at checkpoint in the dataset will be promoted or not after the evaluation process.

## **DATASET DESCRIPTION**

This dataset has 13 columns and 8090 rows in all.

- employee\_id: Unique ID for employee
- department: Department of employee
- region: Region of employment (unordered)
- education: Education Level
- gender: Gender of Employee
- recruitment\_channel: Channel of recruitment for employee
- no\_ of\_ trainings: no of other trainings completed in previous year on soft skills, technical skills etc.
- age: Age of Employee
- previous\_ year\_ rating: Employee Rating for the previous year
- length\_ of\_ service: Length of service in years
- awards\_ won?: if awards won during previous year then 1 else 0
- avg\_ training\_ score: Average score in current training evaluations
- is\_promoted (Target): Recommended for promotion

## **MY APPROACH WHILE DEALING THIS PROJECT**

To check whether the Employee of an Organization should get Promotion or not, the following things would be kept in my mind:

1. First identify a set of employees based on recommendations/ past performance.
2. Selected employees go through the separate training and evaluation program for each vertical. These programs are based on the required skill of each vertical
3. At the end of the program, based on various factors such as training performance, an employee gets the promotion.