**SMARTINTERNZ - GURUCOOL**

# PROJECT BUILD-A-THON

## '' Predicting High Potential Employees in a Corporate"


Submitted by :

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# Introduction

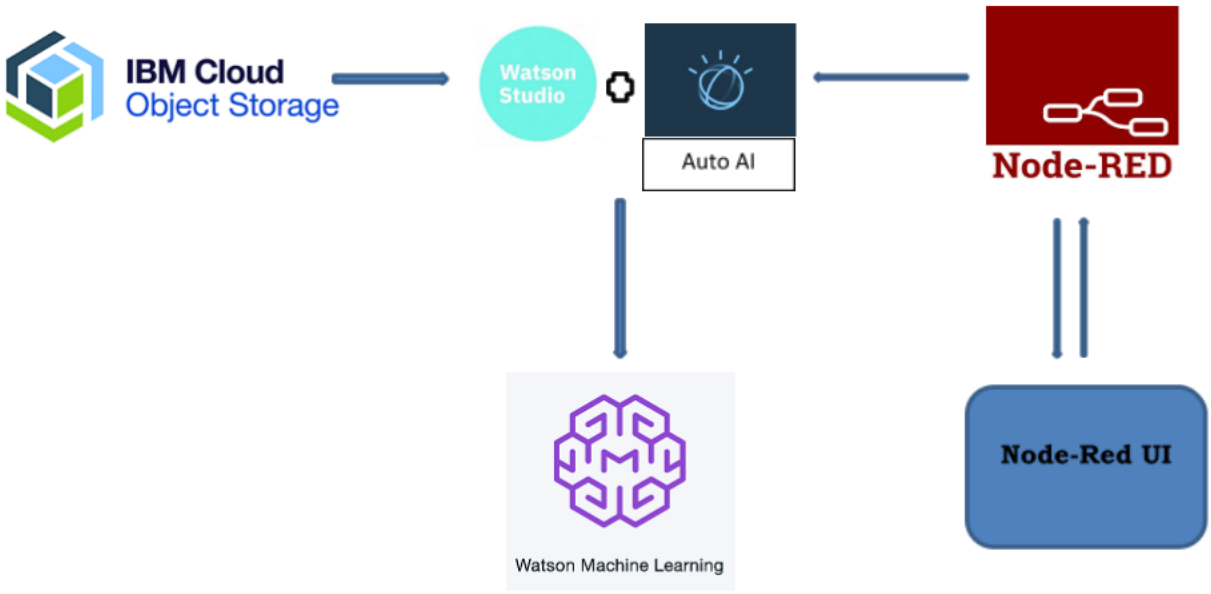
The employee is the key element of the organization. The success or failure of an organization depends on the employee. Most of the organizations or companies have a formal performance evaluation system in which employee job performance is graded on a regular basis, usually once or twice a year. A good performance evaluation system can prominently benefit an organization. It helps employee behavior toward organizational aims by permitting employees to know what is expected for them, and it yields information for making employment decisions, such as those regarding pay raises, promotion, or releases.

## Purpose :

Build & Deploy a Machine Learning model to rate the employee performance using IBM Watson Studio.

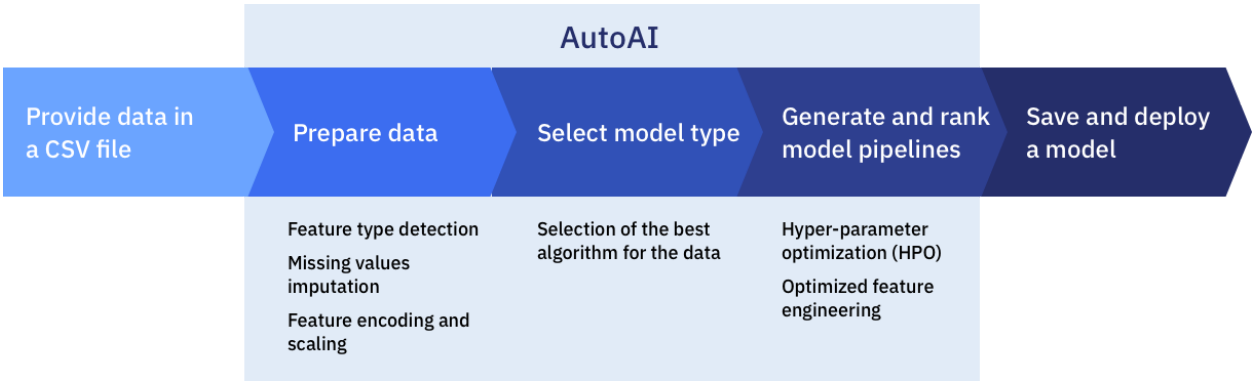
# THEORITICAL ANALYSIS

## Block Diagram



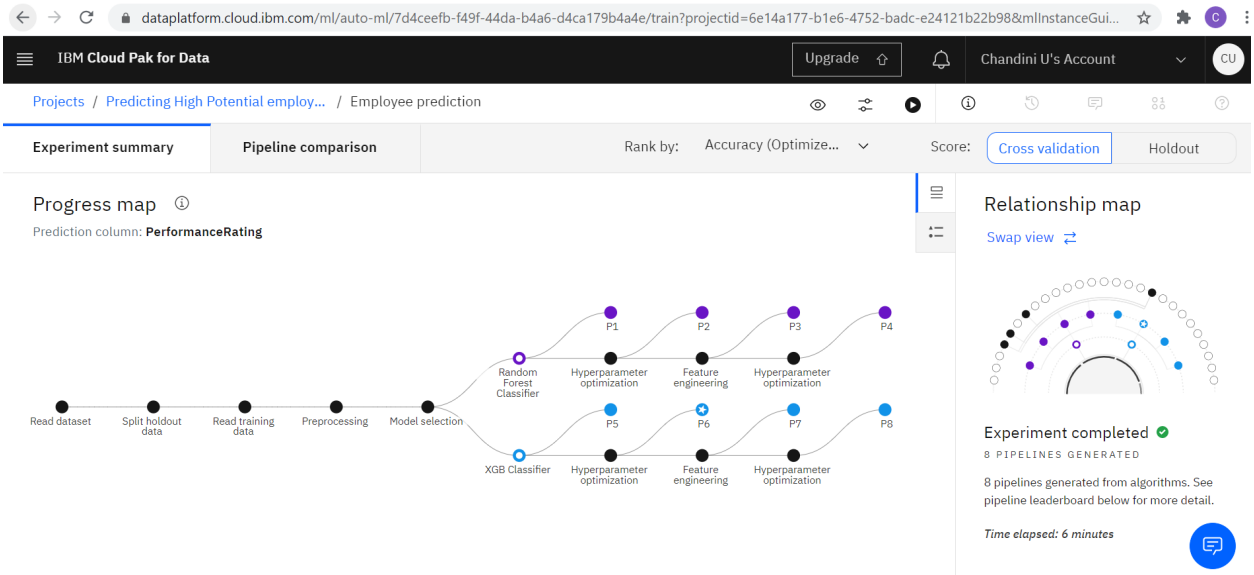

## Software Design :

The AutoAI graphical tool in Watson Studio automatically analyzes data and generates candidate model pipelines customized for predictive modeling problem. These model pipelines are created iteratively as AutoAI analyzes dataset and discovers data transformations, algorithms, and parameter settings that work best for problem setting. Results are displayed on a leaderboard, showing the automatically generated model pipelines ranked according to problem optimization objective.

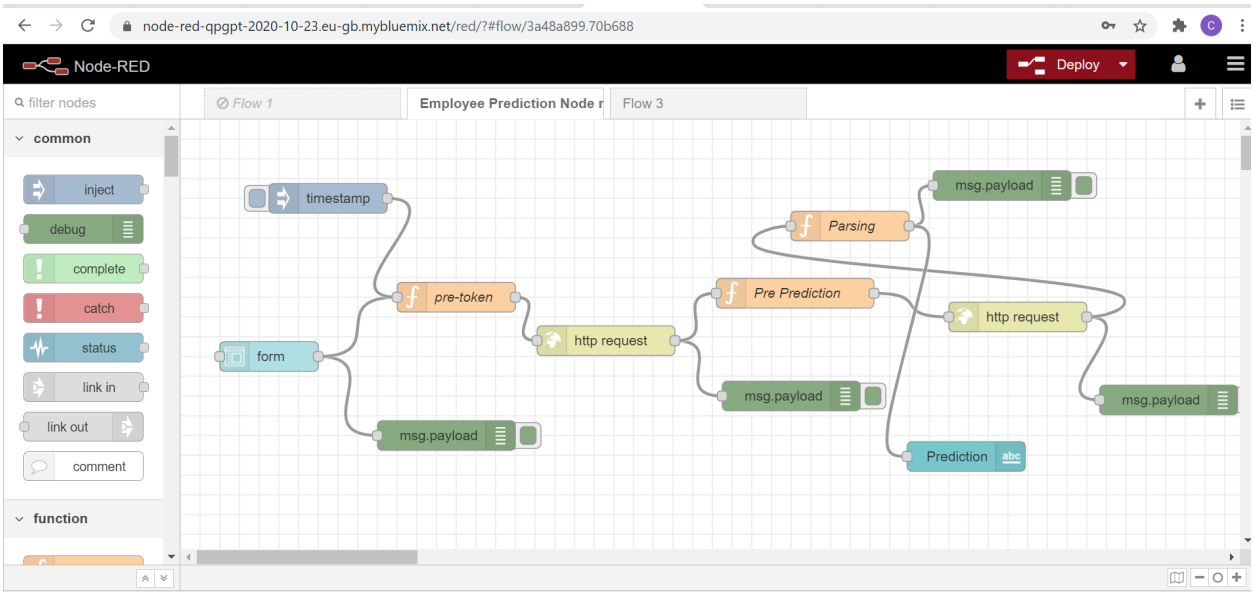


# EXPERIMENTAL INVESTIGATION

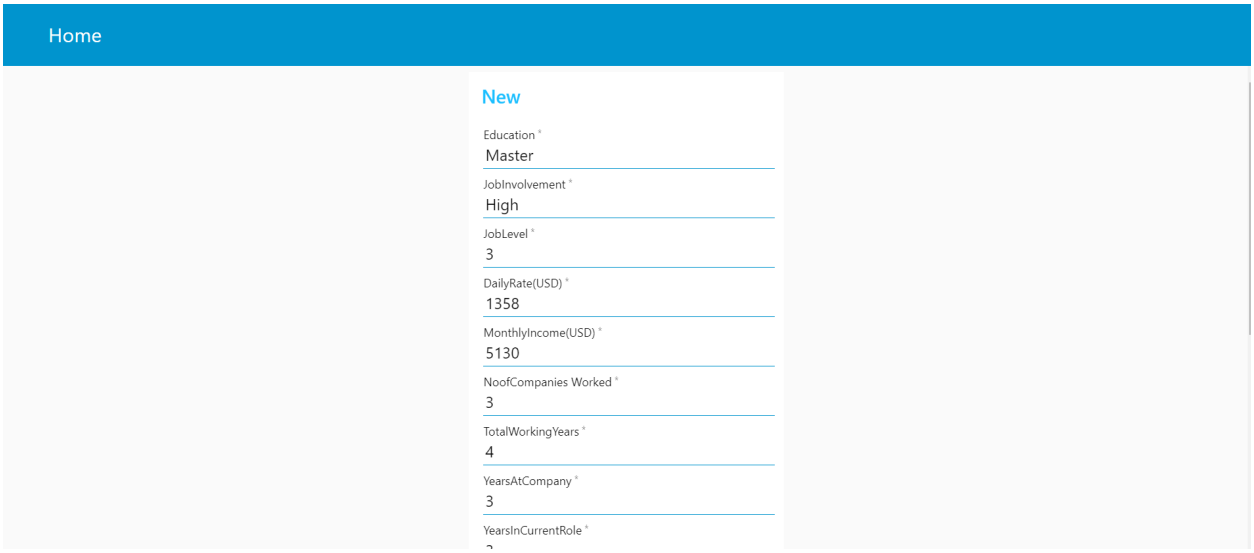
## Model Building - Pipeline



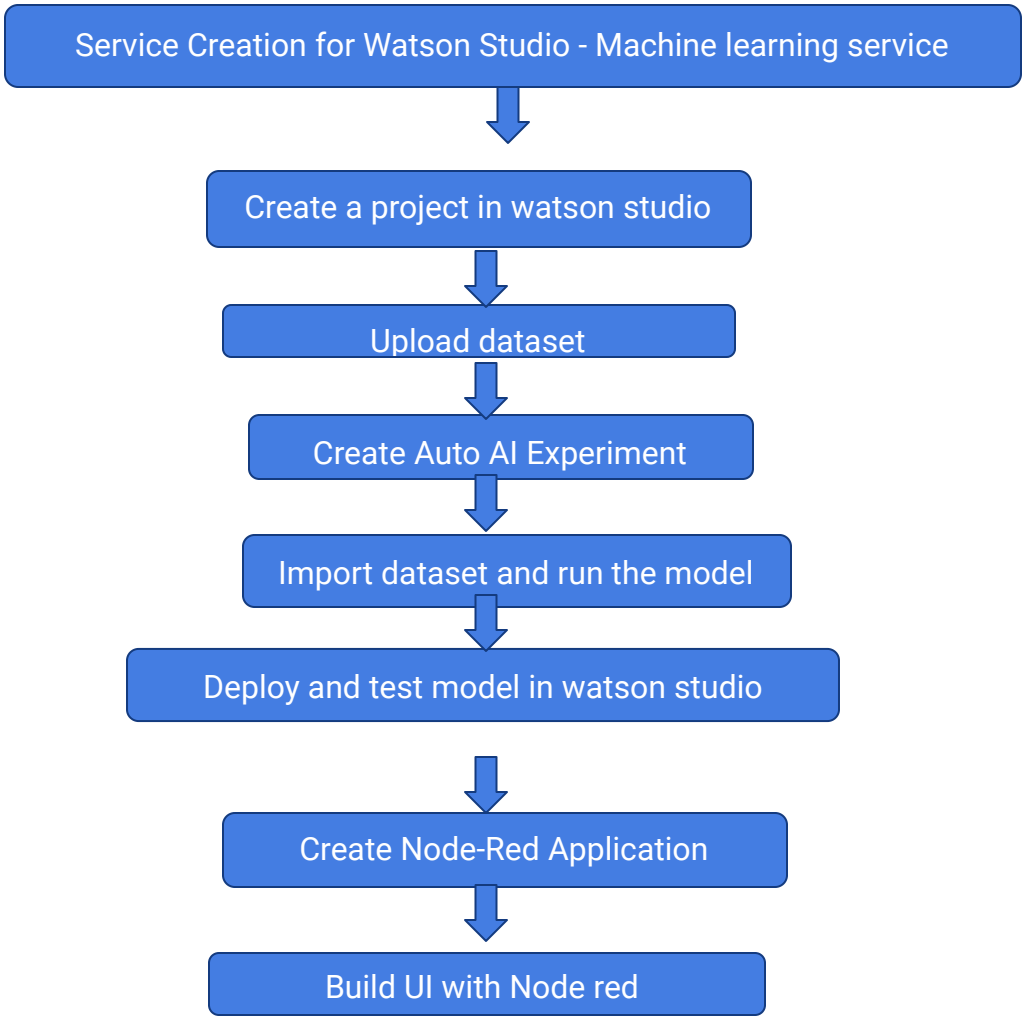

## Node -Red Program Flow



# Node - Red UI


Home
New
Education *
Master
JobInvolvement *
High
JobLevel *
3
DailyRate(USD) *
1358
MonthlyIncome(USD) *
5130
NoofCompanies Worked *
3
TotalWorkingYears *
4
YearsAtCompany *
3
YearsInCurrentRole *

# FLOWCHART

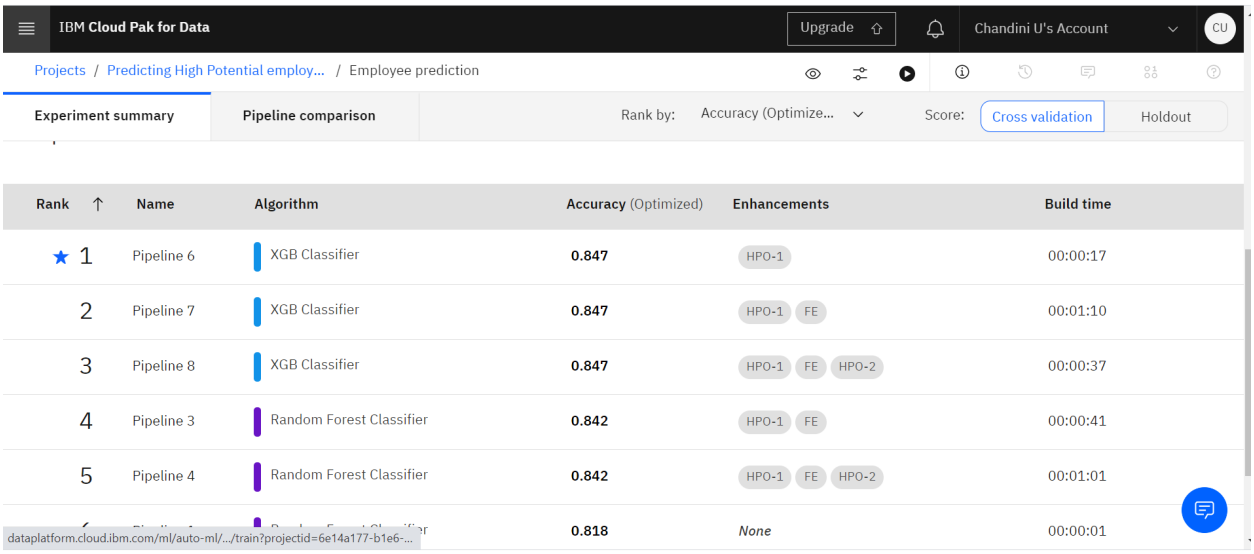

Service Creation for Watson Studio - Machine learning service
Create a project in watson studio
Upload dataset
Create Auto AI Experiment
Import dataset and run the model
Deploy and test model in watson studio
Create Node-Red Application
Build UI with Node red

# RESULT

## Classifier : XGB classifier

## Accuracy : 84.7%

## Performance :



# UI -Prediction