**HR Analytics: Employee Promotion Data**

Predict the eligible candidates for promotion

### **Content**

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 prepare 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.

**Features:**

* 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

### **Inspiration**

* Predict whether a potential promotee at checkpoint in the test set will be promoted or not after the evaluation process.