

Model Development Phase Template

Date	31 June 2024
Team ID	739854
Project Title	Software Employee Salary Prediction
Maximum Marks	6 Marks

Feature Selection Report Template

For each feature, a brief description will be provided, along with an indication of whether it was selected for the model, and the reasoning behind the decision. This process streamlines decision making and enhances transparency in feature selection.

Feature	Description	Selected (Yes/No)	Reasoning
Employee ID	Unique identifier for each employee	No	Not relevant for predicting salary, used only for identification purposes.
Gender	Gender of the employee	Yes	May reflect potential gender-based salary disparities.
Job Title	Title of the job	Yes	Crucial for determining the salary range as different roles have different pay scales.

Years of Experience	Total years of experience in the industry	Yes	Directly impacts salary; more experience typically leads to higher pay.
Education Level	Highest education qualification	Yes	Higher education levels can lead to higher salaries
Location	Work location	Yes	Salaries vary by location due to cost of living differences.
Department	Department within the company	Yes	Different departments may have different pay structures.
Annual Reviews /Ratings	Scores from annual performance reviews	Yes	Better performance reviews can lead to higher salary increments.
Certification	Professional certifications obtained	Yes	Certifications can enhance skills and lead to higher pay.
Current Salary	Current salary of the employee	Yes	Fundamental for predicting future salary trends and increments.