

# Innomatics Research Labs

This assignment is part of your coursework at Innomatics Research Labs.

## Description

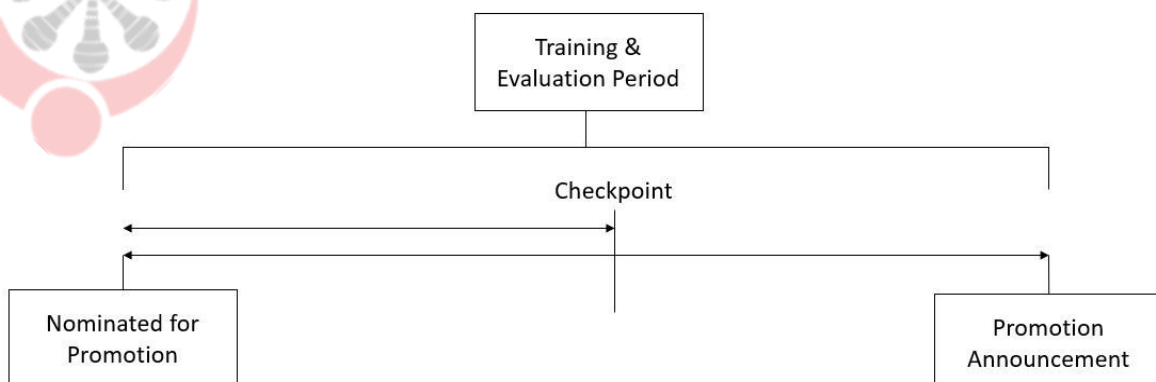
HR analytics is revolutionising the way human resources departments operate, leading to higher efficiency and better results overall. Human resources has been using analytics for years. However, the collection, processing and analysis of data has been largely manual, and given the nature of human resources dynamics and HR KPIs, the approach has been constraining HR. Therefore, it is surprising that HR departments woke up to the utility of machine learning so late in the game. Here is an opportunity to try predictive analytics in identifying the employees most likely to get promoted.

## Objective:

Your client is a large MNC and they have 9 broad verticals across the organisation. One of the problems your client is facing is around identifying the right people for promotion (only for manager position and below) and preparing them in time. Currently the process, they are following is:

1. They 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, KPI completion (only employees with KPIs completed greater than 60% are considered) etc., employee gets promotion

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



They have provided multiple attributes around Employee's past and current performance along with demographics. Now, The task is to predict whether a potential promotee at checkpoint in the test set will be promoted or not after the evaluation process.

### Dataset Description:

Variable	Definition
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
KPIs_met >80%	if Percent of KPIs(Key performance Indicators) >80% then 1 else 0
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