Model Development Phase Template

Date	17 July 2024
Team ID	xxxxxx
Project Title	Human Resource Management: Predicting Employee Promotions Using Machine Learning
Maximum Marks	5 Marks

Feature Selection Report

In the forthcoming update, each feature will be accompanied by a brief description. Users will indicate whether it's selected or not, providing reasoning for their decision. This process will streamline decision-making and enhance transparency in feature selection.

Feature	Description	Selected (Yes/No)	Reasoning
employee_id	Unique identifier for each employee	No	Not required for predicting promotions as it doesn't provide predictive value
department	Department the employee belongs to	Yes	Relevant to determine promotion patterns across different departments
region	Region of the employee	**No**	Not important for predicting promotions in this context.
education	Employee's education level	Yes	Self-employed individuals may have different financial profiles.

gender	Employee's gender	No	Not important for predicting promotions in this context
Recruitment channel	Recruitment channel through which hired	No	Not important for predicting promotions in this context
No of trainings	Number of training sessions attended	Yes	Additional training sessions can improve promotion readiness
age	Age of the employee	Yes	Age can indicate experience and influence promotions
Previous year rating	Performance rating from the previous year	Yes	Direct indicator of past performance, crucial for promotion decisions
Length of service	Length of service in the company	Yes	Company loyalty and experience are important for promotions
KPIs met above_80	KPIs met above 80% (0/1)	Yes	KPI performance is critical for assessing employee performance
awards_won	Whether the employee has won any awards (0/1)	Yes	Awards indicate high performance and recognition, influencing promotion decisions