

Dataset

Human Capital

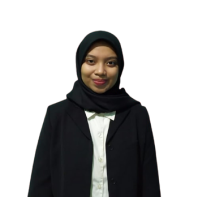
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Understanding

data set

Identify Dataset

analyze the data using exploratory and visualization Data Preprocessing

Develop Model Analys

**STEP**

**STEP BY**

**BY**

**STEP STEP**

Conclusion



Understanding

Dataset

Human Capital

**Definition of Human Capital**What is Human

Capital?**Human capital is** perceived to increase productivity and thus profitability. The more investment a

company makes in its employees, the chances of

its productivity and success becomes higher.



**Problem of Human Capital**

**Dataset**

**Human Capital Fast Employee Promotion or**

**Not Promotion**

Model Machine Learning



NOTES!!!

How can human capital can classify quickly and precisely which

employees belong to the promoted category and which are not promoted.

**employee\_id departement**

**region**

**education**

**awards\_won avg\_training\_score**

Is\_promoted

**gender**

**Recruitment\_channel**

**previous\_year\_rating length\_of\_service**

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**no\_of\_trainings**

**Age**

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Identify Dataset

Human Capital

**Identify Which Activities Should Be Done**

To simplify the work of Human Capital in accelerating the classification of who is promoted and who is not promoted, is to create a machine learning model. **There are many** algorithms that can be applied in **machine learning are classification models, including: KNN, Decision Tree, and Random Forest.**

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analyze the data

using exploratory

and visualization

**Composition of Dependent Variables**

**List of Variables that have the different pattern either promoted or not promoted** 

Average Training Score Awards Won

Region

Previous Year Rating Department



**Heatmap Correlation**

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DATA PREPROCESSING

**Start**

**Data Cleansing Label Encoder**

**Feature Selection**

**Scaling**

**FLOWCHART**

**Oversampling Train Test Split End**

DEVELOP MODEL



**Cross Validation **

**Picture of Training Performance**

**Picture of Testing Performance**

Conclusion



**Conclusion **

The recommended machine learning model to use is Random Forest

**List order of variables that determine employee promotion** 

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1. **2. Average**

**Previous**

**Year Rating**

**Training Score**3. Region 

4. Age

**8. Awards Won 7. Education 6. Length of Service**

**5. Number of Trainings**

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