Project 1_ HR Analytics : Employee Promotion Data

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.

data Description

Features	Description	Type
employee_id	Unique ID for employee	Int
department	Department of employee	str
education	Education Level	str
gender	Gender of Employee	str
recruitment _ channel	Channel of recruitment for employee	str
age	Age of Employee	int
previous_ year rating	Employee Rating for the previous year	int
Length_of_ service	Length of service in years	int
awards _ won?	if awards won during previous year	int
avg _ training _ score	Average score in current training evaluations	int

The dataset contains 23491 rows × 10 columns

❖ **Used Tools**

• **Technologies**
Jupyter Notebook , python

• **Libraries**
Pandas
Numpy
matplotlib

Questions\needs:

Which department has the most award wins?

Is there a promotion for employees in the future?

Do the years of experience affect winning awards?

Who has the most won , females or males?