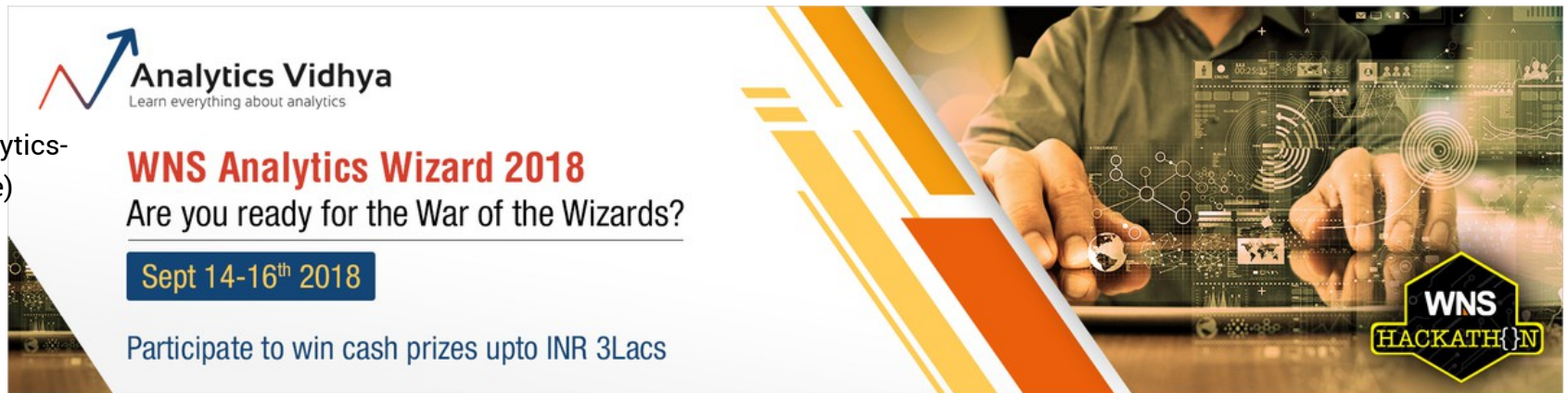₹

👥 (/teams/wns-analytics-
hackathon-2018/create)

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🏆 (/contest/wns-analytics-
hackathon-2018/my-
submissions) (/contest/wns-analytics-
hackathon-2018/lb)

Registered

Starts at	Fri Sep 14 2018 00:00:00 GMT+0530 (India Standard Time)
Closes on	Sun Sep 16 2018 23:59:00 GMT+0530 (India Standard Time)
Mode	Online
Fee	Free
Location	Online
# Participants	2913

Feedback ▢

Prizes

1. INR 1,50,000
2. INR 1,00,000
3. INR 50,000

Along with interview opportunity with WNS

Contest ends in 2days: 23hours: 51minutes: 19seconds

About WNS Analytics Wizard 2018

The battlefield is set for the first-ever WNS Analytics: War of the Wizards!

WNS Analytics Wizard 2018 is a one-of-its-kind online analytics hackathon that gives budding data wizards the exciting opportunity to get a sneak peek into real-life business scenarios.

We are looking for the ultimate **Wizard** amongst aspiring analytics professionals, who can showcase analytical acumen and creativity to solve data problems that keep WNS' experts on their toes, every day.

So, don your 'data scientist' hat and register to participate in the largest online hackathon yet, at WNS.

So, are you ready for the War of the Wizards?

Why you should participate?

WNS Analytics Wizard 2018 is the ultimate challenge for all the young aspiring analytics professionals.Participate in the online hackathon to:

- Get a taste of real-life business scenarios and data challenges,and improve your analytical skills
- Compete with data and analytics masterminds across the globe
- Boost your CV with the title ofbeing the ultimate WNS Analytics Wizard and gain recognition among peers
- Take home cash prizes upto INR 3 Lacs

Who should participate?

Open for all data lovers – statisticians, data scientists, business analysts and students.

About the Company

WNS (Holdings) Limited (NYSE: WNS), is a leading global business process management company. It offers business value to 350+ global clients by combining operational excellence with deep domain expertise in key industry verticals.It is a trusted analytics partner to over 50 clients from banking, insurance, hospitality, retail, CPG, logistics, healthcare providers, airlines and many more. WNS leverages its analytics expertise in combination with rich industry domain knowledge and custom-built proprietary frameworks to help clients make informed decisions at the right time. It has more than a decade of proven, core analytics experience with over 2,500 analytics professionals spread across 10 delivery centers. For more information, visit https://www.wns.com/solutions/functional-solutions/analytics (https://www.wns.com/solutions/functional-solutions/analytics)

Prizes

Cash prizes upto **INR 3 lacs** up for grabs

- 1st Prize - INR 1,50,000
- 2nd Prize - INR 1,00,000
- 3rd Prize - INR 50,000

Rules of Participation

1. The contest starts Friday, 14th September 2018, 00:00:00 (GMT) . The data set and the problem statement will be released at the same time.
2. Entries submitted after the contest is closed, will not be considered.
3. Individual participation is allowed in the hackathon, and participant can either be a part of a team or can participate individually.
4. Use of external dataset is not allowed.
5. Participation is free-of-charge.
6. Participant must update their profile details and upload their latest CV.
7. Throughout the hackathon, you are expected to respect fellow hackers and act with high integrity.
8. Slack Live Chat admins hold the right to block any participant found to use foul / disrespectful language.
9. Current WNS employees are also eligible to participate.
10. Analytics Vidhya and WNS hold the right to disqualify any participant at any stage of competition if participant(s) are deemed to be acting fraudulently.
11. In case of any dispute, decision of Analytics Vidhya shall be final.
12. Prize money is subject to tax deduction as per Income Tax Rules.

Team Formation

Feedback

- **Click here (https://docs.google.com/document/d/1nOT8zfI7FMkhwuEiJR_4U5xhX05swotTL8YGOiETIBo/edit) to view process flow for Team Creation**
- Maximum of 2 people can form a team.
- One person can be a part of one team only.
- In case a team wins, prize would be distributed equally among team members
- Team once created can't be dissolved.
- Teams can't be merged.

Registration Fee

Free

Problem Statement

Your client is a large MNC and they have 9 broad verticals across the organisation. One of the problem your client is facing is around identifying the right people for promotion (only for manager position and below) and prepare 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 above mentioned process, the final promotions are only announced after the evaluation and this leads to delay in transition to their new roles. Hence, company needs your help in identifying the eligible candidates at a particular checkpoint so that they can expedite the entire promotion cycle.
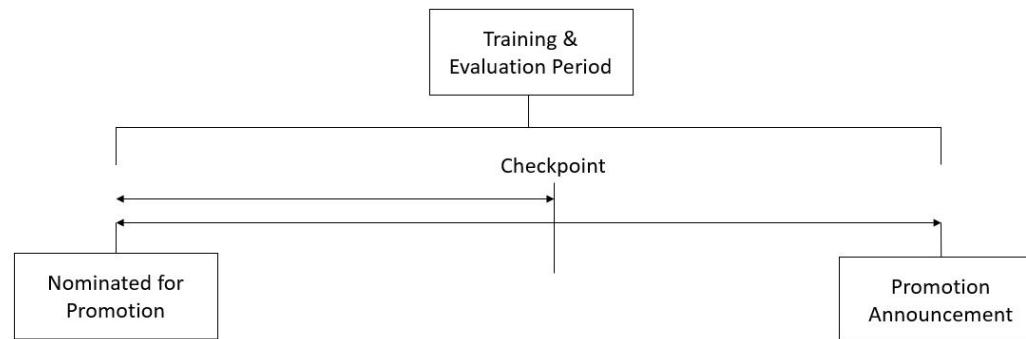
They have provided multiple attributes around Employee's past and current performance along with demographics. Now, The task is to predict whether a potential promotee at checkpoint in the test set will be promoted or not after the evaluation process.

Data

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

EVALUATION METRIC

The evaluation metric for this competition is F1 Score.

PUBLIC AND PRIVATE SPLIT

Test data is further randomly divided into Public (40%) and Private (60%) data.

- Your initial responses will be checked and scored on the Public data.
- The final rankings would be based on your private score which will be published once the competition is over.

WNS Hackathon Rules

1. Entries submitted after the contest is closed will not be considered.
2. Use of external dataset is strictly prohibited.
3. Use of employee_id as a feature or in any way to build the model is not allowed

Solution Checker

1. You are only allowed to make 15 submissions per day
2. Adding comments is mandatory for the use of solution checker
3. Comments will help you to refer to a particular solution at a later point in time.

Final Submission

1. Setting final submission is mandatory. Without a final submission, your entry will not be considered.
2. Code file is mandatory while sending final submission. For GUI based tools, please upload a zip file of snapshots of steps taken by you, else upload code file.
3. The code file uploaded should be pertaining to your final submission.

HOW TO MAKE SUBMISSION
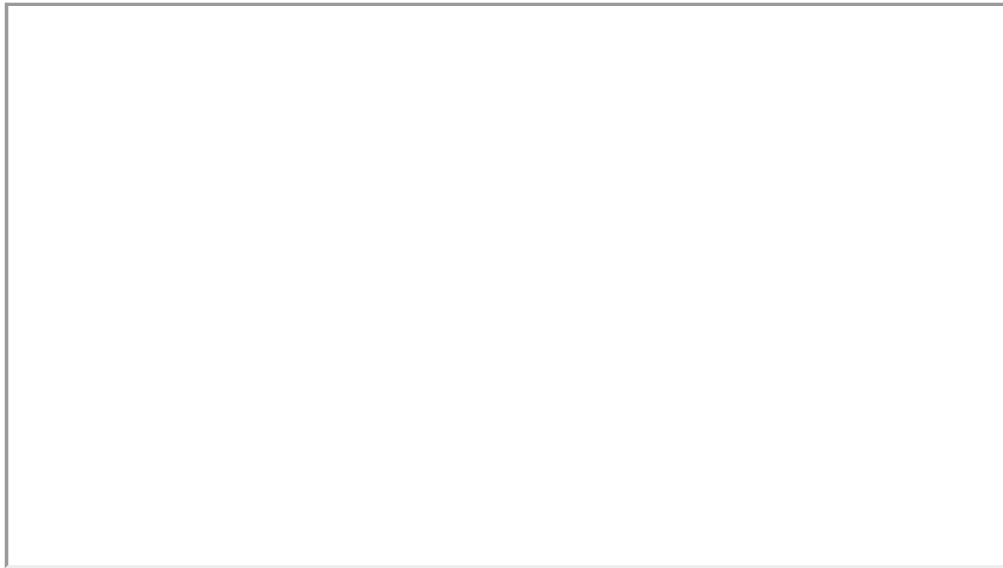
HOW TO SET FINAL SUBMISSION

Feedback

⬇Sample Submissions (/contest/wns-analytics-hackathon-2018/download/sample-submission)

Solution Checker

Code File	[Choose file] No file chosen
Solution File* (.csv, .zip only)	[Choose file] No file chosen
Solution Description (max : 180 chars)*	Solution Description (for your interest)
Do you want to show your code on leaderboard?*	Yes ◯ No ◯

Add Solution

You have made **0** submissions out of **15 allowed submissions for the day.**

Join Slack Live Chat

(HTTPS://TWITTER.COM/SHARE?
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