



**ICOECA**

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**Technical Comments**

**Paper Title:** Predictive Analysis on HRM Data: Determining Employee Promotion Factors using Random Forest and XGBoost

**Decision :** Major revision

**Review Comments 1:**

1. Predictive analysis on HRM data determining employee promotion factors using random forest and XG boost is the proposed title.
2. Concept is good. Introduction content is very less. It should be improved with more informative and illustrative content.
3. Figures should be of high resolution and clarity.
4. An elaborate survey of literature should be improved. A minimum of 15 – 20 recent publications should be included in the study. Findings should be presented in a comparative manner.
5. Manuscript should be prepared based on the template.
6. More clarity is needed on the proposed methodology. What is meant by feature importance plot? More clarity on the data set used should be provided by authors
7. Results should be improved. Author has to check and revise.
8. Authors to revise with high resolution images. It needs to be compared against existing methods

**Review Comments 2:**

1. No discussion on employee performance characteristics/classifiers given.
2. No simulation parameters/ algorithm / pseudo-codes / flowchart are given. But results are shown. The results appear to be imaginary as there is no evidence of simulation.
3. Grammatical mistakes to be corrected.

Thank you

**Yours' Sincerely**

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