**PROJECT SUMMARY**

This project enlightens the way to predict the performance of the employee for faster recruitment and shows the low performing employees.

Several steps were made for the prediction.

* The first step is to see the data if there are any null values or outliers, which we found outliers and excluded from data. What we found was the categorical variables and we labelled with intergers, so it becomes easier for processing understanding and for the next step.
* The next step is to explore the data, and understand what the data is all about. For that, we use Tableau. By performing data mining in Tableau, we were able to find 10+ variables that were potential predictors for the Employee Performance Rating.
* These variables related to typical conventional wisdoms, but we didn’t perform the test yet.
* We were able to cut down the variables to just 10 by looking at their significance level.
* We took those 10 variables and made another data frame for modelling.
* The next step is to split the data for training and testing and found that 80% split is the best suited for the model accuracy.
* Several algorithms were used to find the best fit. Here are the accuracy results:
  + Neural Network: 92.38%
  + SVM: 87.30%
  + Decision Tree: 88.32%
  + Random Forests: 95.93%
* Hence, we concluded the project by taking random forest algorithm.