**Problem statement:**

Your client is a large MNC and they have 9 broad verticals across the organization. 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.

**Dataset description:**

|  |  |
| --- | --- |
| **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 Method:**

The evaluation metric for this competition is F1 Score.

Please note that not only the final score will be evaluated. Keep in mind, that we will also review your approach to the problem, the quality of the code, and your way to the final solution. We strongly encourage you to keep all the models you are going to use not only the final one and comment/explain parts of the code you would like us to fully understand