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A NOVAL APPROACH FOR PREDICTING EMPLOYEE PROMOTION

Mr. V Chandrashekar[1], Monisha V[2], Navya Gadigi[3], Rini Sharon[4], Mallika S[5]

[1] Asst. professor, Department of CSE, Ballari Institute of Technology & Management, Ballari. chandrashekar@bitm.edu.in
[2] Department of CSE, Ballari Institute of Technology & Management, Ballari monishamoni4868@gmail.com
[3] Department of CSE, Ballari Institute of Technology Ballari navyagadigi1@gmail.com
[4] Department of CSE, Ballari Institute of Technology & Management, Ballari rinisharon427@gmail.com
[5] Department of CSE, Ballari Institute of Technology Ballari smallikachowdary@gmail.com@gmail.com

ABSTRACT:

This piece of work investigates the analysis and prediction of employee promotions within a company, focusing on various factors including the number of trainings attended, Key Performance Indicator (KPI) achievement, and training score. Employee promotions are crucial for organizational growth and employee career advancement, necessitating a comprehensive understanding of the contributing factors for informed decision-making in employee development and performance management. Employing exploratory data analysis techniques, including data visualization and summary statistics, insights into variable distributions and relationships are gained. Subsequent application of predictive modelling techniques, notably machine learning algorithms like decision trees, random forests, and logistic regression, facilitates the development of a model capable of accurately predicting employee promotions. Evaluation metrics are then employed to assess the model's performance and predictive accuracy. The findings offer valuable insights into the determinants of employee promotions, enabling organizations to identify promotion drivers and formulate strategies for enhancing employee performance and career development. This work contributes to the understanding of employee promotions, providing organizations with actionable insights for effective talent management and data-driven decision-making. Such insights are poised to improve employee satisfaction, engagement, and overall organizational performance.

Key words: Employee Promotion, Predictive Analysis, Machine Learning, Supervised Machine Learning.

INTRODUCTION:

Employee promotions are vital for organizational growth and employee career development. This research project aims to predict and analyse employee promotions based on three key factors: the number of trainings attended, KPI achievement, and training scores. Understanding these factors' influence can help organizations make informed decisions for talent management and performance improvement. The study utilizes a dataset with employee attributes, and through exploratory data analysis and machine learning algorithms, aims to build a predictive model. The model's performance will be evaluated to ensure accuracy in predicting promotions. The project's significance lies in providing valuable insights into promotion drivers, enabling data-driven decisions for employee development and fostering a culture of growth and engagement. By reducing biases and subjectivity in the promotion process, the research aims to contribute to a fair and inclusive work environment. Ultimately, organizations can enhance employee satisfaction, engagement, and overall performance by leveraging the predictive model's insights to make strategic talent management decisions.

Background:

The background study for this project focuses on the significance of employee promotions in organizational growth and employee career development. Promotions are essential for recognizing and rewarding exceptional employee performance, motivating individuals to excel in their roles, and fostering a culture of growth and loyalty within the organization. Employee promotions play a pivotal role in talent retention, as they provide employees with a sense of career progression and personal achievement. Promotions also act as a strong incentive for employees to continually improve their skills and contribute to the company's success.

However, the promotion process can be subjective and influenced by various biases, leading to potential disparities and inefficiencies. Hence, there is a growing need for objective and data-driven approaches to identify the most deserving candidates for promotions. By analysing the factors that influence promotions, such as the number of trainings attended, KPI achievement, and training scores, organizations can develop a more transparent and fair promotion process. The background study also highlights the growing significance of data analytics and machine learning in talent management practices. By leveraging these techniques, organizations can gain valuable insights from employee data, enabling them to make more informed and strategic decisions regarding promotions, employee development, and performance improvement. Ultimately, this research project aims to contribute to

the understanding of employee promotions and provide organizations with valuable insights for effective talent management, leading to enhanced employee satisfaction, engagement, and overall organizational performance.

Research Objectives:

This research project endeavours to enhance the accuracy and efficacy of employee promotion prediction models while offering valuable insights for human resource management and decision-making processes. The primary objectives encompass a comprehensive exploration of advanced techniques and algorithms in machine learning and feature engineering. Initially, the project aims to mitigate class imbalance within the dataset through feature engineering methodologies such as the Synthetic Minority Oversampling Technique (SMOTE). By rectifying imbalances, model performance is expected to improve significantly, ensuring fair and accurate predictions of promotion outcomes.

In addition, the project seeks to harness the power of unsupervised machine learning techniques, specifically K-Means clustering, to uncover underlying patterns within employee attributes. This approach facilitates the identification of distinct employee groups based on shared characteristics, thereby providing insights into performance trends and promotion potential. Furthermore, the application of the K-Best feature selection method aims to streamline the dataset by identifying the most influential features contributing to employee promotion. By reducing dimensionality and focusing on critical predictors, this step enhances model efficiency and interpretability, laying the groundwork for more robust predictive models.

Subsequently, the project progresses to the implementation of supervised machine learning algorithms, including MLP classifier, linear discriminant analysis, and k-nearest neighbours, to construct predictive models for employee promotion based on the selected features. Rigorous evaluation and comparison of these models using appropriate metrics such as accuracy, precision, recall, and F1 score provide insights into their respective strengths and weaknesses. Ultimately, the project aims to translate model predictions into actionable insights and recommendations for human resource management. By identifying key factors influencing employee promotion and proposing strategies for performance improvement and career growth, this research contributes to the advancement of talent management practices and decision-making processes within organizations.

Problem Statement:

The problem addressed in this project is the prediction of employee promotions in a company. Employee promotions play a vital role in recognizing and rewarding exceptional performance, motivating employees, and ensuring career growth within the organization. However, the promotion process is often subjective and lacks a clear and standardized methodology. The challenge is to identify the key factors that contribute to employee promotions and develop a predictive model that can accurately forecast the likelihood of an employee being promoted. The project aims to address this problem by analysing the influence of three important factors: the number of trainings attended, KPI achievement, and training score.

By exploring the relationships between these factors and employee promotions, the project seeks to uncover patterns and insights that can guide decision making processes related to promotions. The development of a predictive model will enable organizations to make more informed and data-driven decisions regarding employee promotions, thereby promoting fairness, transparency, and objectivity in the promotion process. Ultimately, this project aims to enhance employee satisfaction, engagement, and retention by establishing a more effective and efficient system for promoting deserving employees

Motivation :

The motivation behind the development and research on "Employee promotion prediction" stems from the realization that fairness and transparency in employee promotion should not be compromised in the digital age. By analysing historical promotion data and performance metrics, organizations can gain valuable insights into what factors contribute to employee success and advancement. This information can be used to refine recruitment, training, and performance management strategies.

Objectives of the Proposed work:

In the existing system, the process of predicting employee promotions relies heavily on manual evaluation and subjective judgment. HR professionals and managers assess employees based on their experience, performance reviews, and personal observations. They consider factors such as educational qualifications, previous work experience, performance ratings, length of service, and potential for growth within the organization. The main objective of this system is to overcome these problems.

1. High prediction accuracy and performance on various types of datasets.
2. Flexibility in handling both numerical and categorical features.
3. Capability to handle high-dimensional data and feature interactions.
4. Interpretability and transparency, allowing for insights into the decision-making process.

As we delve deeper into the intricacies of "Employee Promotion Prediction" in subsequent sections, it is imperative to recognize its potential in redefining the narrative of personal promotion and growth in the digital age. Through a nuanced exploration of its features, development process, and implementations, this work aims to position "Employee Promotion Prediction" as a beacon of hope in the quest for a fairer, unbiased and more transparent solution for the promotion of an employee in the future.

METHODOLOGY:

The proposed methodology to predict the employee promotion is accomplished in following steps:-

Feature selection using K-Best

Applying K-Means clustering method

Choosing a Multilayer Perceptron MLP Classifier

Implementing the Linear Discriminant Analysis (LDA)

Applying the K-Nearest Neighbours (KNN)

This work is justified based on their specific advantages and potential contributions to predicting employee promotions.

Step-1: K-Best Feature selection:

K-Best feature selection method is justified for this project as it helps identify the most relevant features from a large dataset, allowing us to focus on the key factors influencing employee promotions. This approach reduces dimensionality, improves model performance, and enhances interpretability by selecting the most informative features.

Step-2: K-Means clustering;

K-Means clustering is a popular unsupervised learning technique that can group similar data points together based on their attributes. By applying K-Means clustering in this project, we can identify distinct employee segments or clusters based on their characteristics such as education, job tenure, and performance metrics. This can provide valuable insights into different employee profiles and their promotion probabilities, enabling a more targeted and customized approach to promotion prediction.

Step-3: MLP Classifier (Multilayer Perceptron):

MLP is a type of artificial neural network known for its ability to learn complex patterns. It consists of multiple layers of interconnected nodes (neurons) with nonlinear activation functions. Through backpropagation, MLP adjusts the weights to minimize errors in predictions during training. It's effective for tasks like classification, where it learns to map input data to output classes. MLP excels in handling large datasets and can capture intricate relationships between features. However, it requires careful tuning of parameters and can be prone to overfitting without proper regularization.

Step-4: Linear Discriminant Analysis (LDA):

LDA is a statistical technique used for dimensionality reduction and classification. It finds linear combinations of features that best separate different classes in the data. By modelling the distribution of classes, LDA determines decision boundaries to classify new instances. It assumes that the features are normally distributed and that classes have identical covariance matrices. LDA is particularly useful when classes are well separated and the assumptions hold. It's computationally efficient and provides insight into the discriminatory power of features. However, it may perform poorly if the assumptions are violated or classes overlap significantly.

Step-5: K-Nearest Neighbours (KNN):

KNN is a simple and intuitive classification algorithm that operates based on similarity measures. It classifies a new data point by a majority vote of its k nearest neighbours in the feature space. The choice of k influences the algorithm's decision boundary and sensitivity to noise. KNN doesn't involve explicit training; instead, it memorizes the entire training dataset. It's effective for both linear and nonlinear decision boundaries and handles multiclass classification naturally. However, its performance can degrade with high-dimensional data and requires efficient data structures for fast querying. Choosing an optimal k value is crucial for optimal performance.

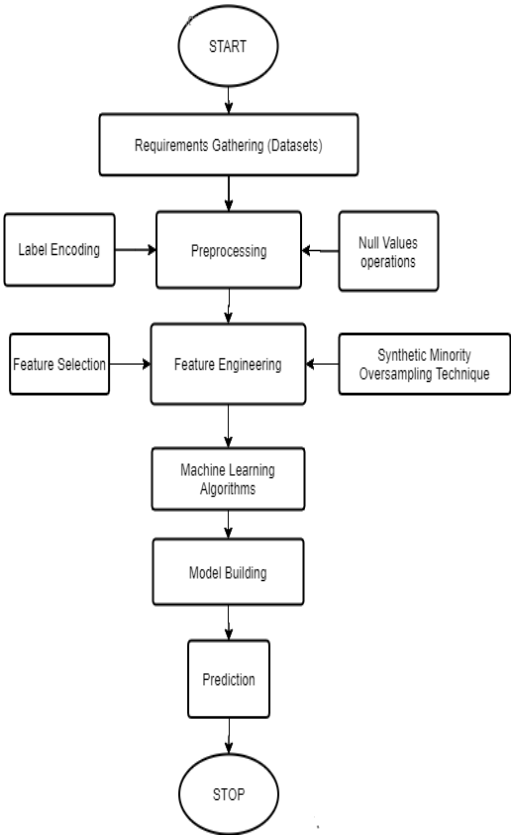

Figure 1 :Architecture diagram for

RESULT:

This system, after being put into action and thoroughly checked, showed some important positive outcomes. Firstly, we made sure the system is easy for everyone to use. We tackled the issue like biased or selective promotion of personnel. The proposed system is a stand-alone application and is suitable only for employees of any organisation that analyses the key performance indicator. This system is proved to be providing more accuracy, ensuring that it can be useful for any organisation. This system provides improvement in employee satisfaction and retention rates. It helps to reduce in turnover and associated cost savings. This system also indulges in enhancement of the performance and productivity levels. This system promotes fairness and transparency in the promotion process. Thus, strengthening of succession planning and strategic talent management. Also enables benefits of data-driven decision-making in promotion-related matters.

DISCUSSION:

These positive results show that the system is doing well in meeting our goals. Making it more accurate means more people can use it. This methodology was chosen to focus on the following:

- Perform feature engineering techniques, such as SMOTE (Synthetic Minority Oversampling Technique), to address class imbalance in the dataset and improve the performance of the models.
- Utilize unsupervised machine learning techniques, specifically K-Means clustering, to identify patterns and group employees based on their attributes, which can provide insights into employee performance and promotion potential.
- Apply the K-Best feature selection method to identify the most relevant and influential features that contribute to employee promotion, thereby reducing the dimensionality of the dataset and improving model efficiency.
- Implement supervised machine learning algorithms, including MLP classifier, linear discriminant analysis, k-neighbours to build predictive models for employee promotion based on the selected features.
- Evaluate and compare the performance of the different models using appropriate evaluation metrics such as accuracy, precision, recall, and F1score.
- Provide insights and recommendations based on the model predictions, identifying key factors that contribute to employee promotion and suggesting strategies for improving employee performance and career growth within the organization.

CONCLUSION:

The proposed methodology has been implemented and tested for correctness and completeness of the system by considering several case studies. The system presents a comprehensive analysis of the impact of training quality, KPI attainment, and training evaluation on employee promotion prospects, employing a range of machine learning classifiers including KNearest Neighbors (KNN), Linear Discriminant Analysis (LDA), and Multilayer Perceptron (MLP). Through thorough data exploration, feature engineering, and rigorous model evaluation, we have gained valuable insights into the factors influencing employee promotions. Additionally, we employed SelectKBest feature selection technique to identify the most relevant features for predicting employee promotions, enhancing model interpretability and performance. By integrating hyperparameter tuning to finetune our models, we ensured optimal performance across various algorithms. This multialgorithm approach, coupled with feature selection and hyperparameter tuning, ensures the robustness and reliability of our predictive model, facilitating more accurate decisionmaking in talent management. Ultimately, this project contributes to the advancement of HR practices by offering a versatile and datadriven tool for organizations to optimize employee career development and organizational growth**.**

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