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Patent Search

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Abstract:

A computer-implemented method for predicting a future characteristic of a worker is provided. The method includes collecting a plurality of attributes associated wit plurality of workers, applying a Machine Learning models to the attributes to identify a pattern between the attributes and a future characteristic of the workers, and identified pattern to predict the future characteristic of a worker. In one example, the future characteristic is the future performance of the employee and/or the likel the worker leaves at some point in the future.

Complete Specification

Description:A computer-implemented method for predicting a future characteristic of a worker is provided. The method includes collecting a plurality of attributes associated with each of a plurality of workers, applying a Machine Learning models to the attributes to identify a pattern between the attributes and a future charac of the workers, and using the identified pattern to predict the future characteristic of a worker. In one example, the future characteristic is the future performance of employee and/or the likelihood that the worker leaves at some point in the future. , C , C , Claims:1. A computer-readable media having instructions stored thereon when executed by a processor, causes the processor to execute the instructions comprising:

collecting a plurality of attributes associated with each of a plurality of workers;

applying a data mining tool to the attributes to identify a pattern between the attributes and a future characteristic of the workers; and

using the identified pattern to predict the future characteristic of a worker.

2. The computer-readable medium according to claim 1, wherein the future characteristic comprises future performance of the worker.

3. The computer-readable medium according to claim 1, wherein the future characteristic comprises a future likelihood of attrition of the worker.

4. The computer-readable medium according to claim 2, wherein the data mining tool comprises a regression technique.

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