

Workforce Performance & Sentiment Analysis Report

Period: Jan – Sep 2025

Workforce Overview – High-Level KPIs

KPI	Value	Insight
Total Tasks Completed	538K	High productivity: IT and Operations contribute most.
Total Hours Worked	312.16K	Average ~1.7 tasks/hour, moderate efficiency.
Average Efficiency	0.55	Overall efficiency moderate; HR & Marketing lag.
Avg Sentiment	0.62	Positive workforce sentiment above neutral.
Net Sentiment Score	0.41	Positive feedback outweighs negative, reflecting a healthy climate.

Department & Role Insights

- Efficiency & Productivity:
 - IT: Highest efficiency (~0.65) and tasks/hour (~2.1).
 - Operations & Sales: Above-average performance.
 - HR & Marketing: Lower efficiency (0.43–0.48), potential for process improvements.
- Feedback Sentiment:
 - Positive feedback highest in Operations, IT, Finance.
 - Negative feedback low across departments.
- Role-Level Insights:
 - Variations by role highlight where workflow or training support is needed (e.g., HR roles).

Time & Employee Trends

- Efficiency Over Time: Stable (~0.52–0.56), peaks Apr–May, slight decline Aug–Sep.
- Sentiment Over Time: Avg sentiment stays >0.6; net sentiment ~0.4, showing positive morale.
- Employee-Level: IT leads in efficiency (0.67), HR lags (0.43) but maintains decent sentiment (0.61).
- Efficiency vs Sentiment Scatter: High efficiency doesn't always mean high sentiment; useful for targeted engagement initiatives.

Key Takeaways & Actions

- High Productivity & Positive Morale: IT and Operations excel in both metrics.
- Department Gaps: HR and Marketing need process optimization or training.
- Time Trends: Mid-year efficiency peaks may reflect seasonal workload cycles; sentiment stable.
- Actionable Insights:
 - Optimize HR & Marketing processes.
 - Recognize top-performing departments to sustain engagement.
 - Leverage sentiment-efficiency correlation to improve individual performance.

Conclusion: The workforce performance is strong, with positive sentiment trends. Minor efficiency gaps in HR and Marketing can be addressed with targeted interventions. Dashboards provide actionable insights for managers and HR teams.