

Summary & Recommendations

Summary:

- Employee performance at INX is most influenced by training, service time, and previous ratings.
- Departments with better work-life balance report higher overall performance.
- Some employees receive high hikes with low performance — indicating a potential mismatch.

Recommendations:

1. **Strengthen Training Programs** – High correlation between **Training Score** and **Performance**.
2. **Performance-Linked Rewards** – Align awards and salary hikes strictly with performance data.
3. **Work-Life Initiatives** – Boost WLB policies especially in departments with lower average scores.
4. **Predictive Monitoring** – Use ML models to identify underperformers early and provide intervention.
5. **Career Pathing** – Provide clear paths for growth to high-performing employees to retain talent.