**EMPLOYEE PERFORMANCE ANALYSIS PROJECT**

**PROJECT INTRODUCTION**

The employee performance analysis project is carried out to address the performance issue of employees at INX Future Inc., one of the leading data analytics and automation solutions provider. The project analyses the current employee data and find the core underlying causes of this performance issues. Findings of this project are expected to help the enterprise authorities to take right course of actions.

The following insights are expected from this project.

1. Department wise performances

2. Top 3 Important Factors effecting employee performance

3. A trained model which can predict the employee performance based on factors as inputs. This will be used to hire employees

4. Recommendations to improve the employee performance based on insights from analysis.

**DATASET INFORMATION**

The employee performance date of INX Future Inc. was accessed with the following link provided by IABAC:

<http://data.iabac.org/exam/p2/data/INX_Future_Inc_Employee_Performance_CDS_Project2_Data_V1.8.xls>

The provide dataset included 28 columns(variables) and 1200 rows(data points) Out of the 28 variables, 27 are predictor variables and one is the target variable

The predictor variables provided are:

'Age', 'Gender', 'Education background', 'Marital status', 'Employee department', 'Employee job role', 'Business Travel Frequency', 'Distance from home', 'Employee education level', 'Employee environment satisfaction', 'Employee hourly rate', 'Employee job involvement', 'Employee job level', 'Employee job satisfaction', 'Number of companies Worked', 'Overtime', 'Employee last salary hike percent', 'Employee relationship satisfaction', 'Total work experience in years', 'Training times last year', 'Employee work life balance', 'Experience years at this company', 'Experience years in current role', 'Years since last promotion', 'Years With current manager', 'Attrition'

The target variable is:

'Performance rating'