Departmental Insights and Recommendations Report

Summary of Department Metrics

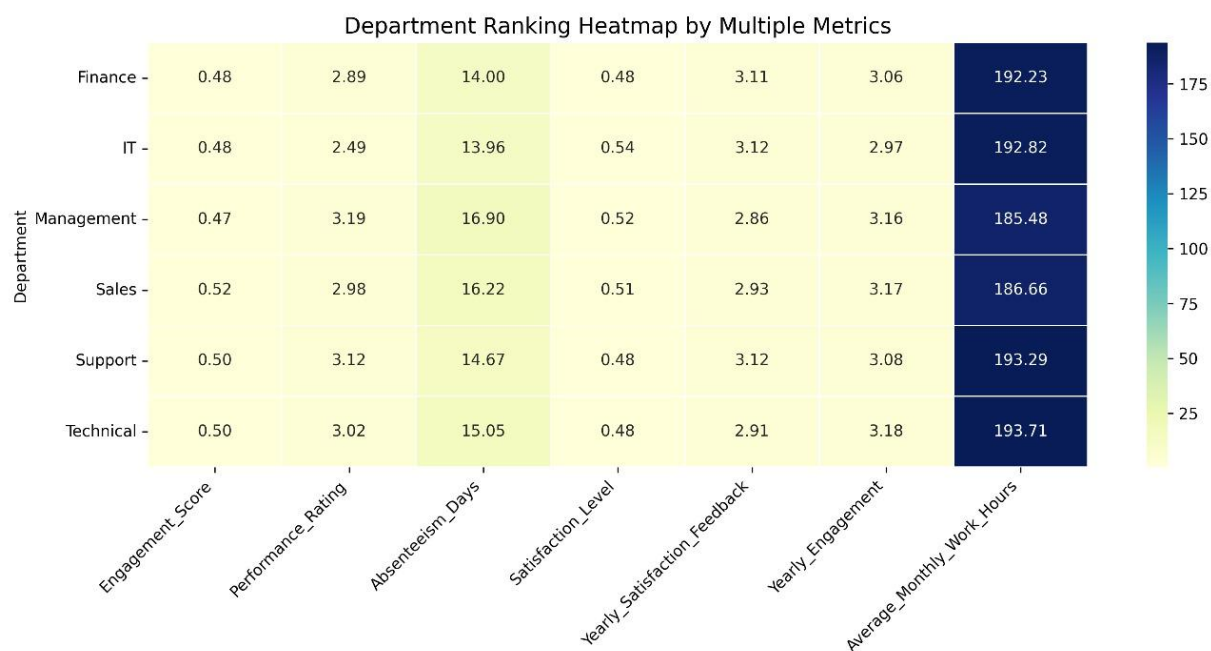| Department	Engagement (Normalized)	Absenteeism (Normalized)	Performance (Normalized)	At Risk
Management	0.4689	0.5633	0.5483	Yes
Finance	0.4844	0.4667	0.4713	No
IT	0.4782	0.4653	0.3733	No
Sales	0.5200	0.5407	0.4939	No
Support	0.5050	0.4890	0.5296	No
Technical	0.5047	0.5018	0.5053	No

Normalized Metrics Summary

Engagement, Absenteeism, and Performance scores were normalized using min-max scaling to allow fair comparison across departments.

- 🔴 **Management** is the only department flagged as **"At Risk"**, with low engagement (**0.4689**) and high absenteeism (**0.5633**).
- 🟡 **Finance** and **IT** show slightly lower performance but are **not at immediate risk**.
- 🟢 **Sales**, **Support**, and **Technical** have **balanced and healthy metrics**, indicating **good overall stability**

Normalization helped identify departments needing attention and enabled **data-driven HR decisions**.

This comparison lays the foundation for focused interventions and supports leadership in aligning resources with department-specific needs.
Going forward, these insights can inform engagement strategies, workforce planning, and continuous improvement efforts.

Heatmap to Rank Departments by Multiple HR Metrics

Department Ranking Heatmap by Multiple Metrics

Department	Engagement_Score	Performance_Rating	Absenteeism_Days	Satisfaction_Level	Yearly_Satisfaction_Feedback	Yearly_Engagement	Average_Monthly_Work_Hours
Finance	0.48	2.89	14.00	0.48	3.11	3.06	192.23
IT	0.48	2.49	13.96	0.54	3.12	2.97	192.82
Management	0.47	3.19	16.90	0.52	2.86	3.16	185.48
Sales	0.52	2.98	16.22	0.51	2.93	3.17	186.66
Support	0.50	3.12	14.67	0.48	3.12	3.08	193.29
Technical	0.50	3.02	15.05	0.48	2.91	3.18	193.71

Heatmap Summary

This heatmap compares departments across key HR metrics like
Engagement, **Performance**, **Absenteeism**, **Satisfaction**, and **Work Hours**.

- 🔴 **Management** shows low engagement (0.47) and high absenteeism (16.9 days), highlighting risk.
- 🟢 **Technical** and **Support** score well overall, with strong performance and high work hours.
- 🟡 **Finance** and **IT** have moderate scores, suggesting areas for improvement

The color intensity helps spot performance gaps and prioritize HR actions quickly.
By visually mapping departmental strengths and weaknesses, the heatmap supports faster decision-making and allows HR teams to target specific problem areas with greater precision.
It also enables leadership to proactively support departments before issues escalate.

Tailored Recommendations by Department

Management
- Conduct focused 1:1 discussions or pulse surveys to understand disengagement.
- Introduce leadership coaching and time management workshops.
- Implement flexible work policies or stress management programs.

IT
- Offer technical upskilling or mentorship programs.
- Clarify performance expectations and KPIs.
- Create cross-team knowledge-sharing forums.

Sales
- Introduce attendance-based incentives.
- Review workload/stress levels that might be driving time off.
- Improve shift flexibility or hybrid options.

Support
- Recognize consistent performers with rewards.
- Monitor for burnout signs and rotate tasks where possible.

Technical
- Maintain current engagement strategy.
- Offer leadership or mentorship roles to high performers.

Finance
- Provide new challenges or project ownership to maintain motivation.
- Highlight finance team achievements during all-hands.