



# Employee Performance and Satisfaction Analysis

This presentation delves into employee performance and satisfaction data, offering insights and recommendations for enhancing workforce engagement and organizational effectiveness. Key areas of focus include job satisfaction, departmental performance, income distribution, and key performance drivers.

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# Objective

## 1 Understanding Employee Satisfaction

Gain insights into employee satisfaction levels and identify areas for improvement.

## 2 Analyzing Departmental Performance

Compare and contrast performance across departments, identifying areas of strength and weakness.

## 3 Examining Income Distribution

Assess the fairness and competitiveness of the company's compensation structure.

## 4 Identifying Key Performance Drivers

Understand the factors that significantly impact overall performance and employee engagement.



# Problem Statement

The company faces challenges in understanding the factors influencing employee satisfaction and performance. This lack of understanding can lead to inefficient resource allocation, ineffective policies, and overall decreased employee engagement.





# Employee Performance Evaluation

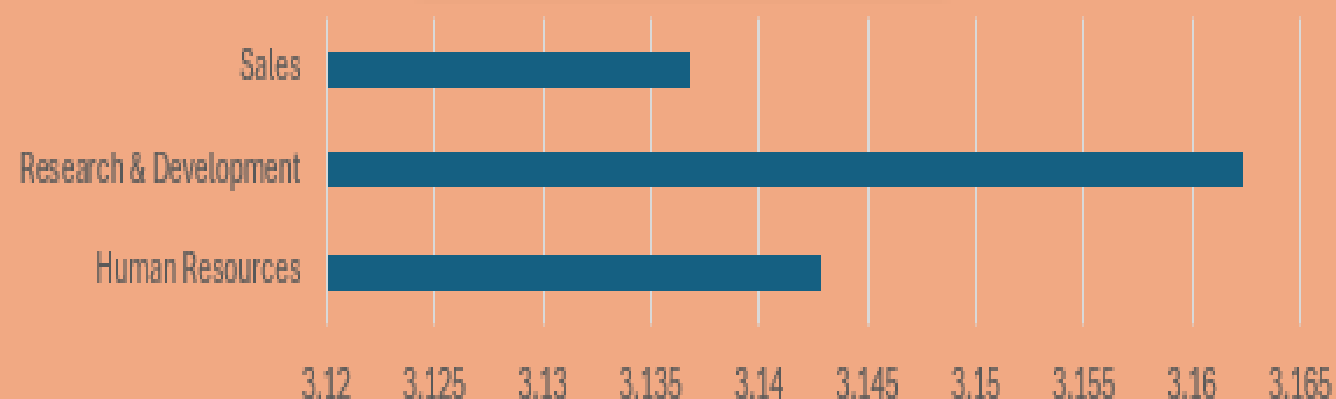
Dep...  

Human Re...

Research ...

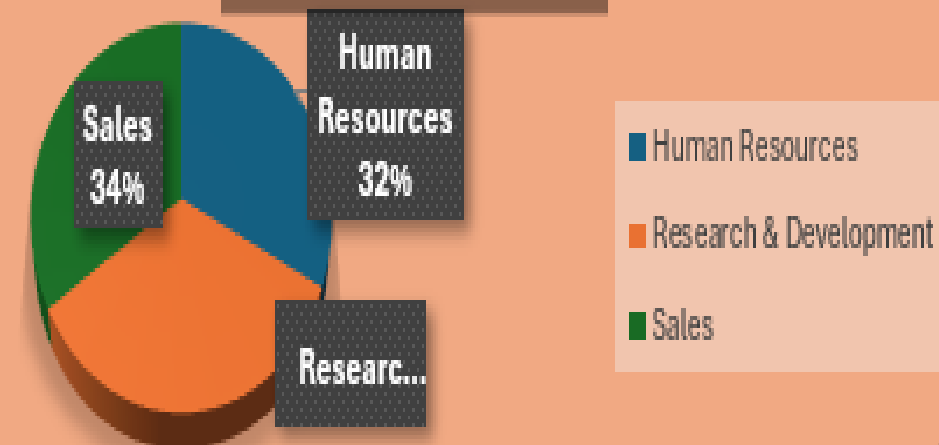
Sales

## Performance by Department



Horizontal (Value) Axis

## Job Satisfaction



JobR...  

Healthc...

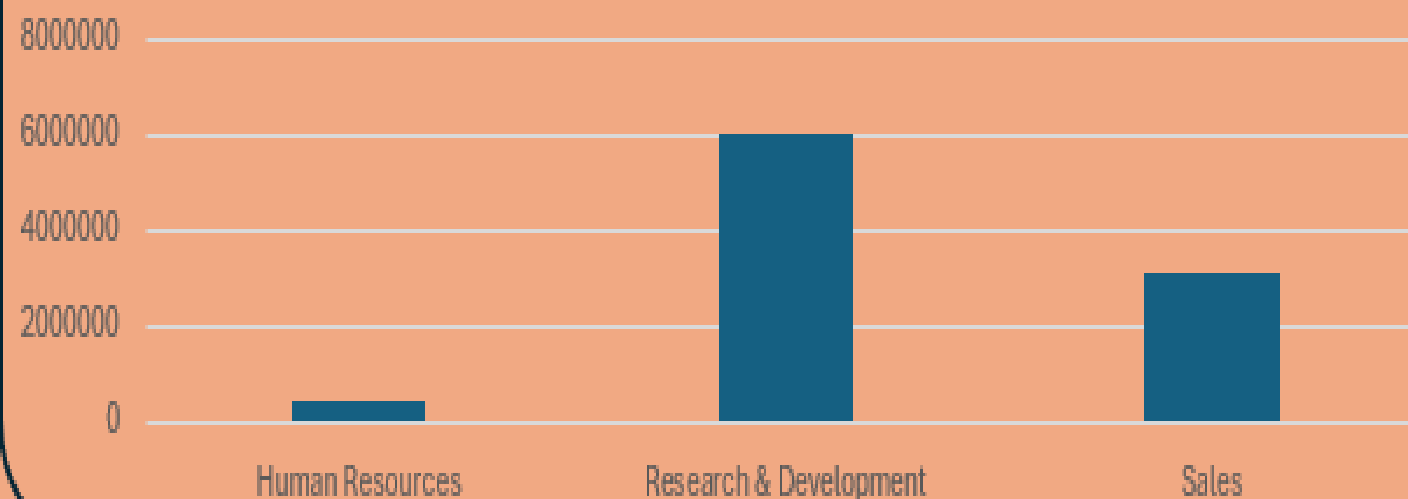
Human ...

Laborat...

Manager

Manufa...

## Income Distribution



## Attrition Analysis



# Dashboard Overview

## Job Satisfaction Pie Chart

Visual representation of the distribution of employee satisfaction levels, categorized into different tiers.

## Performance by Department Bar Chart

Comparison of performance metrics across various departments, highlighting variations and potential areas for improvement.

## Income Distribution Column Chart

Depicts the distribution of employee income across different salary brackets, showcasing potential disparities or areas for optimization.

## Attribution Analysis Column Chart

Analyzes the contributions of various factors, such as training, work-life balance, and company culture, to overall performance outcomes.



# Key Findings



## Job Satisfaction

Majority of employees report high satisfaction levels, but a smaller portion experiences dissatisfaction. This indicates areas for improvement in addressing specific concerns.

## Departmental Performance

A notable performance variation exists across departments, highlighting the need for targeted support and resource allocation to enhance overall effectiveness.

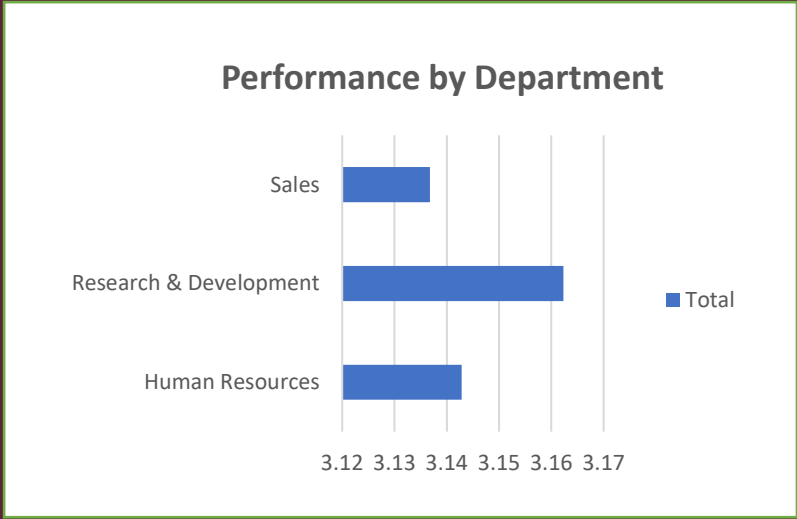
## Income Distribution

The income distribution displays a noticeable concentration within specific brackets, suggesting a need to review compensation structures for fairness and competitiveness.

## Attribution Analysis

Key factors, such as employee training, work-life balance, and company culture, significantly influence performance outcomes, indicating areas for optimization and improvement.

# Visualization Examples



## Job Satisfaction Pie Chart

This pie chart displays the percentage distribution of employees across different job satisfaction levels, providing a clear visual representation of overall employee sentiment.



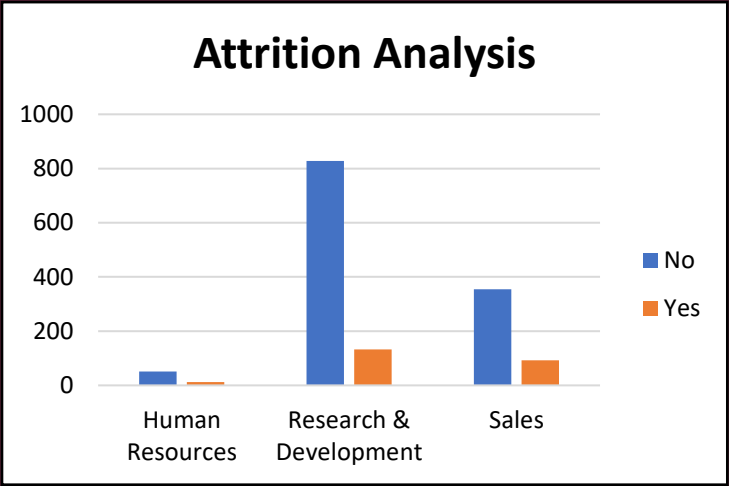
## Performance by Department Bar Chart

This bar chart compares the performance metrics of different departments, allowing for a direct visual comparison of strengths and weaknesses.



## Income Distribution Column Chart

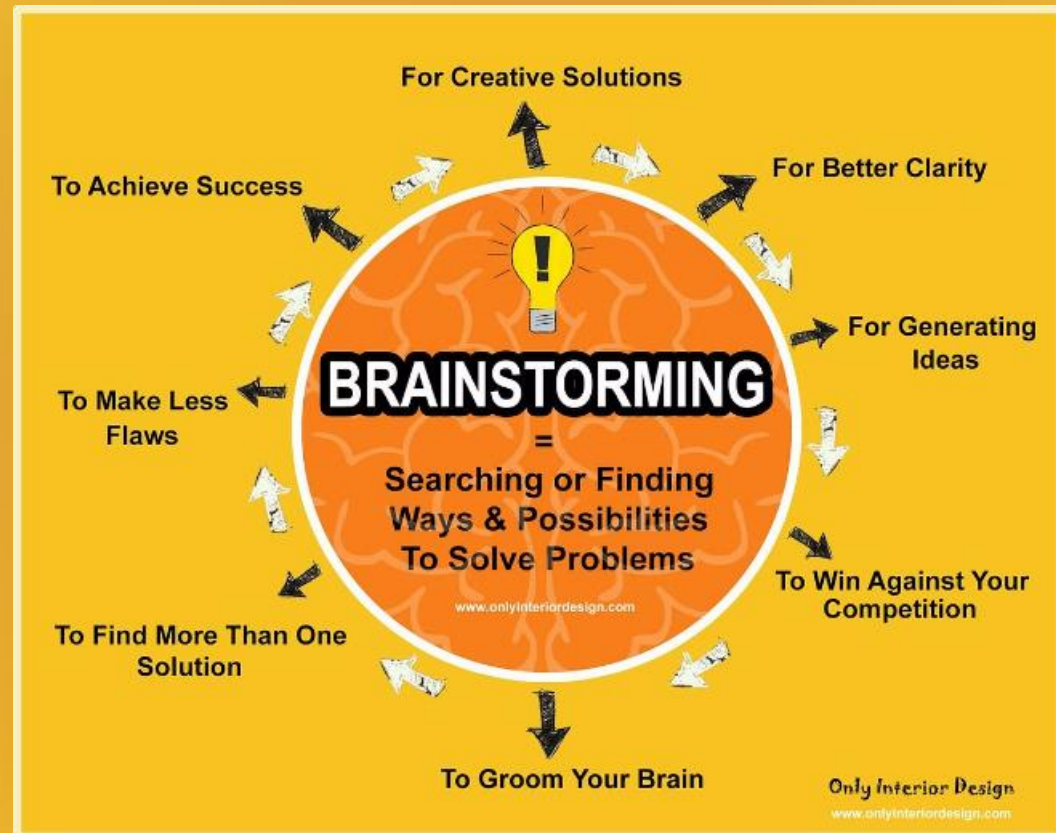
This column chart illustrates the distribution of employee income across different salary brackets, highlighting the concentration of employees within specific income ranges.



## Attrition Analysis Column Chart

This column chart showcases the contributions of various factors to overall performance outcomes, revealing the key drivers and areas for improvement.

# Recommendations



## 1 Address Dissatisfaction

Implement targeted improvements based on employee feedback to address areas of dissatisfaction, boosting morale and engagement.

## 2 Provide Additional Support

Offer extra resources or support to underperforming departments, empowering them to achieve their full potential.

## 3 Review Compensation Structures

Conduct a comprehensive review of compensation practices to ensure fairness and competitiveness, attracting and retaining top talent.

## 4 Optimize Key Performance Factors

Focus on optimizing the key performance factors identified in the attribution analysis to enhance overall performance and achieve business goals.





# Conclusion

The analysis revealed insights into employee satisfaction, departmental performance, income distribution, and key performance drivers. These insights are crucial for informed decision-making, resource allocation, and the implementation of effective strategies for enhancing employee engagement and organizational effectiveness.