Business Case:

INX Future Inc Employee Performance – Project

INX Future Inc , (referred as INX) , is one of the leading data analytics and automation solutions provider with over 15 years of global business presence. INX is consistently rated as top 20 best employers past 5 years. INX human resource policies are considered as employee friendly and widely perceived as best practices in the industry.

Recent years, the employee performance indexes are not healthy and this is becoming a growing concerns among the top management. There has been increased escalations on service delivery and client satisfaction levels came down by 8 percentage points.

CEO, Mr. Brain, knows the issues but concerned to take any actions in penalizing non-performing employees as this would affect the employee morale of all the employees in general and may further reduce the performance. Also, the market perception best employer and thereby attracting best talents to join the company.

Mr. Brain decided to initiate a data science project , which analyses the current employee data and find the core underlying causes of this performance issues. Mr. Brain, being a data scientist himself, expects the findings of this project will help him to take right course of actions. He also expects a clear indicators of non performing employees, so that any penalization of non-performing employee, if required, may not significantly affect other employee morals.

1. Industry/Field

The dataset appears to be related to employee information in an organization, likely from the Human Resources domain.

2. Columns and Features:

1. EmpNumber:

An Employee ID, sometimes referred to as an Employee Number or Employee Code, is a unique number that has been assigned to each individual staff member within a company.

2. Age:

Age of employee in years

3.Gender:

Gender of employee [Male/Feamale]

4. EducationBackground:

This will be a high school diploma or a post-secondary degree of a employee

5. MaritalStatus:

Civil status, or marital status, are the distinct options that describe a person's relationship with a significant other

6. EmpDepartment:

Department specifice of employee

7. EmpJobRole:

Job role means the key responsibility of a job profile or job position.

8. BusinessTravelFrequency:

The employee travel for comapny buisness purpose.

9. DistanceFromHome:

Distance between home to company of employee.

10. EmpEducationLevel:

Employee Education level means the academic qualification. For example, it could be a diploma, degree, masters or PhD.

11. EmpEnvironmentSatisfaction:

satisfied or content employees are with elements like their jobs, their employee experience, and the organizations they work for.

12. EmpHourlyRate:

Hourly Rate means the amount paid to an employee for each hour worked.

13. EmpJobInvolvement:

Job involvement refers to a state of psychological identification with work—or the degree to which a job is central to a person's identity. From an organizational perspective, it has been regarded as the key to unlocking employee motivation and increasing productivity.

14. EmpJobLevel:

Job levels, also known as job grades and classifications, set the responsibility level and expectations.

15. EmpJobSatisfaction:

level of contentment employees feel with their job.

16. NumCompaniesWorked:

employee work in how many companies.

17. OverTime:

employee work overtime or not. [Yes, No]

18. EmpLastSalaryHikePercent:

salary hike percent of employye in last year.

19. EmpRelationshipSatisfaction:

Healthy relationships may motivate employees and increase morale. When employees cast aside relationship issues, they can focus on work tasks more effectively.

20. TotalWorkExperienceInYears:

Total experiance of employee in years.

21. TrainingTimesLastYear:

Total training done by employee in last year.

22. EmpWorkLifeBalance:

"Work-life balance" typically means the achievement by employees of equality between time spent working and personal life. A good work-life balance for employees can improve staff motivation, increase staff retention rates, reduce absence, attract new talent, and reduce employee stress.

23. ExperienceYearsAtThisCompany:

Total no of eaxperiance at current company.

24. ExperienceYearsInCurrentRole:

Total no of experiance in current job role.

25. YearsSinceLastPromotion:

Total no of year since last promotion of employee.

26. YearsWithCurrManager:

Employee total no of years with current manager.

27. Attrition:

Employee attrition is the naturally occurring, voluntary departure of employees from a company. Employee attrition involves leaving a job for: Personal reasons. Professional motivation.

28. PerformanceRating:

This is a target feature, tell that the total rating of employee performance in company.

3. Potential Insights or Questions:

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.