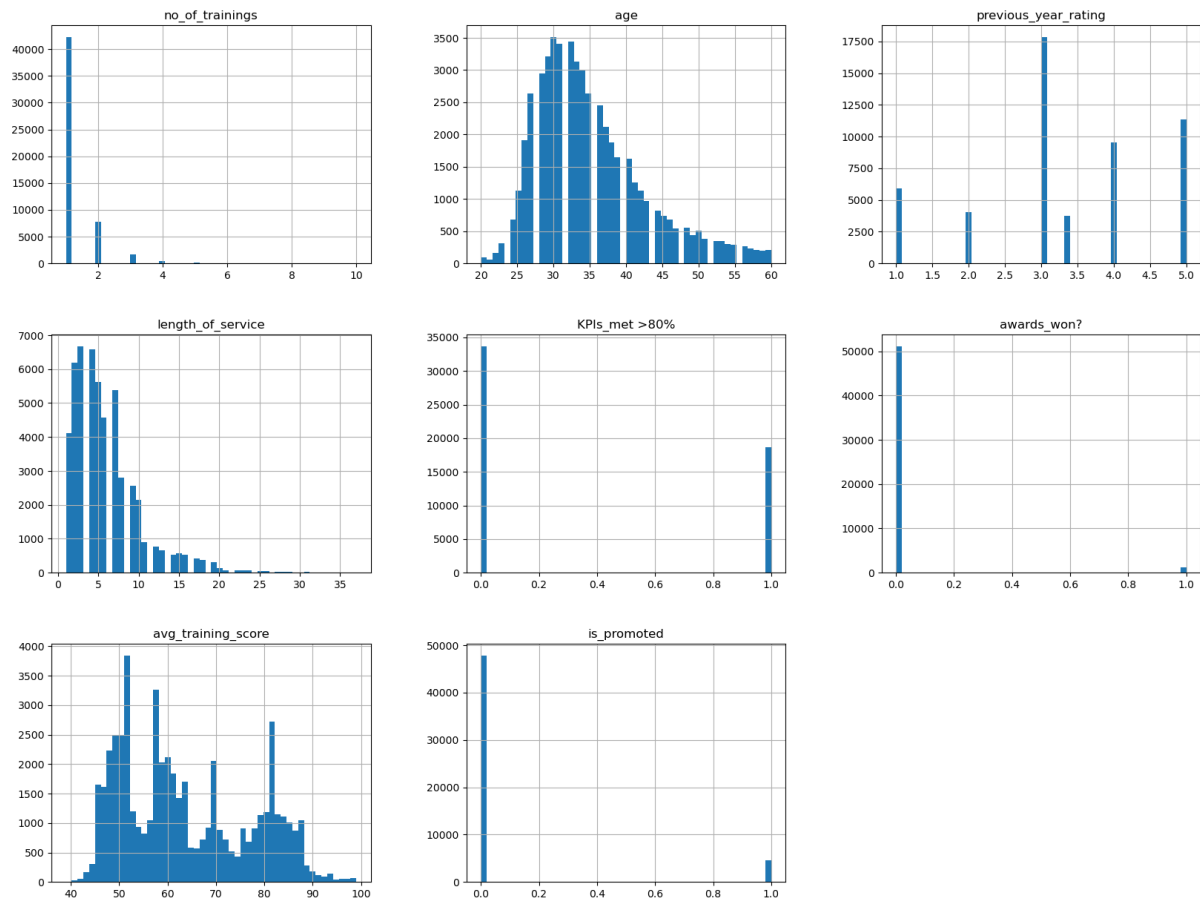# Analysis of visualizations HR TFI Diwakar S

Above graphs shows histograms of only numerical features

Key insights:
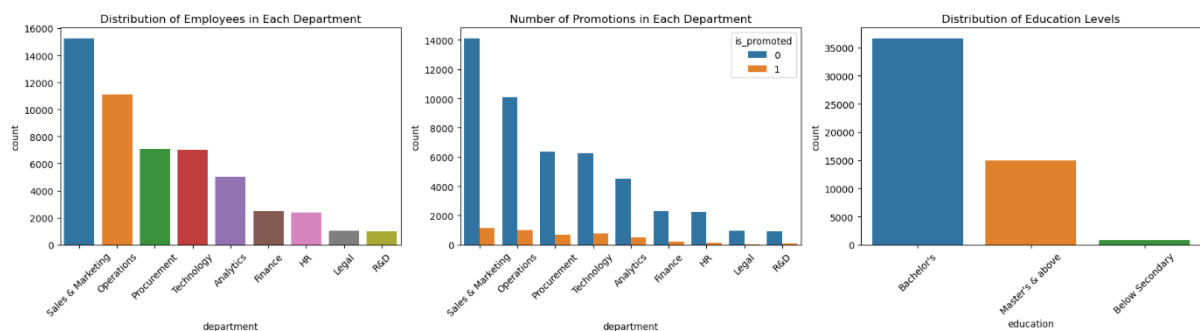
most people are rated an average of 3

very few people were promoted.

very few people won awards.

appx 1/3rd of people met >80% of their KPIs.

most people have 1- 5 years of service – this is consistent with TFI being a volunteer organization.

The above figure shows the distribution of no of employees per department and the fraction of employees that were promoted per department.

Also, most employees have completed a bachelors level of education.
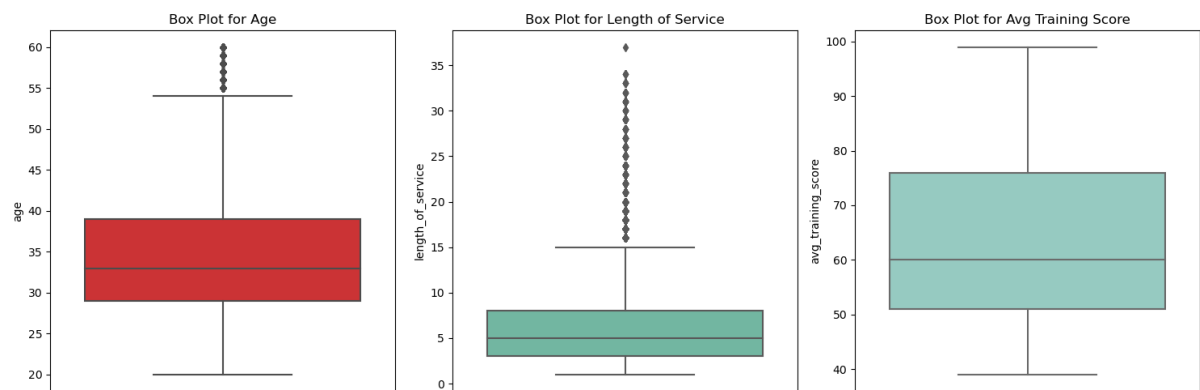
This plot shows most employees are aged between $20-55$ IQR $30-40$ median of 32, have 1- 15 years of service IQR of $2-8$ years of service a median of 5, have 40 -99 Training score IQR $50-75$ training score, with a median of 60.
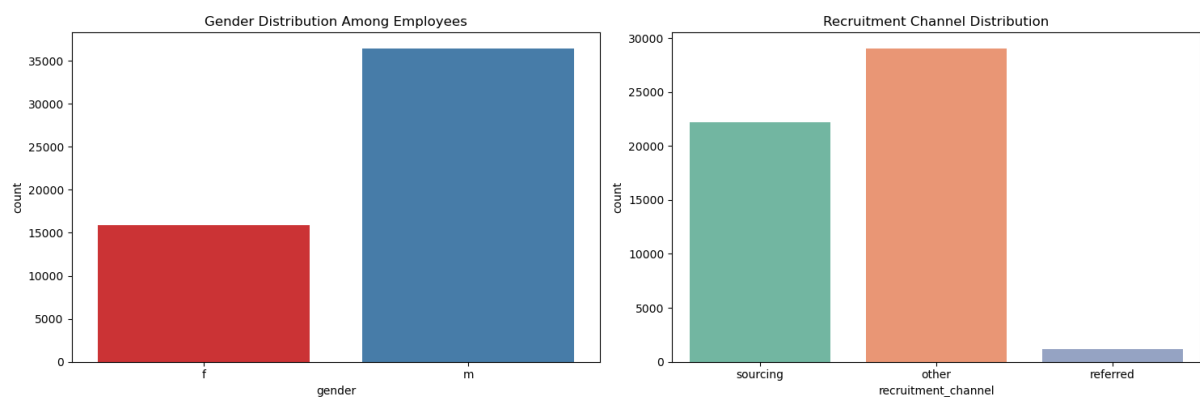
Male: Female ratio in the workforce is 2:1. There are very few referrals.
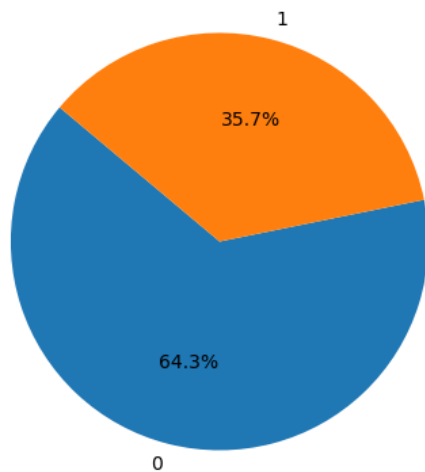
Pairplot of Numerical Attributes
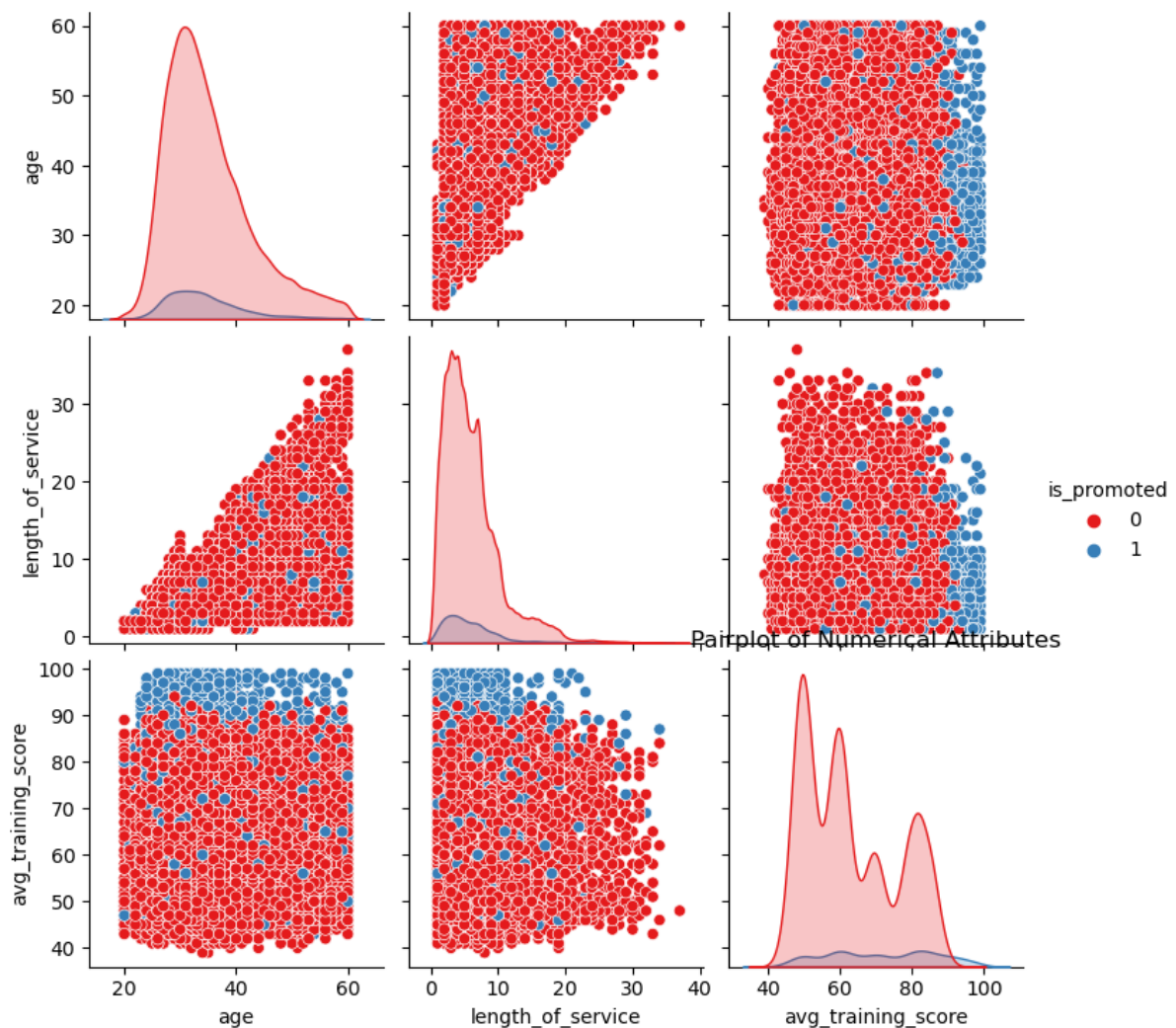
This is one of the most interesting graphs.

There are very few promotions, but the ones that are promoted are based on Merit

The promoted ones are in blue in the 1st graph of age vs avg training score, we see that the no of promotions is concentrated to the right ie high average training score. There are more younger people with high training scores.

There is one more contra observation here that length of service is NOT rewarded with more promotions. Which in my view should actually be the case LOYALTY SHOULD BE REWARDED!!!

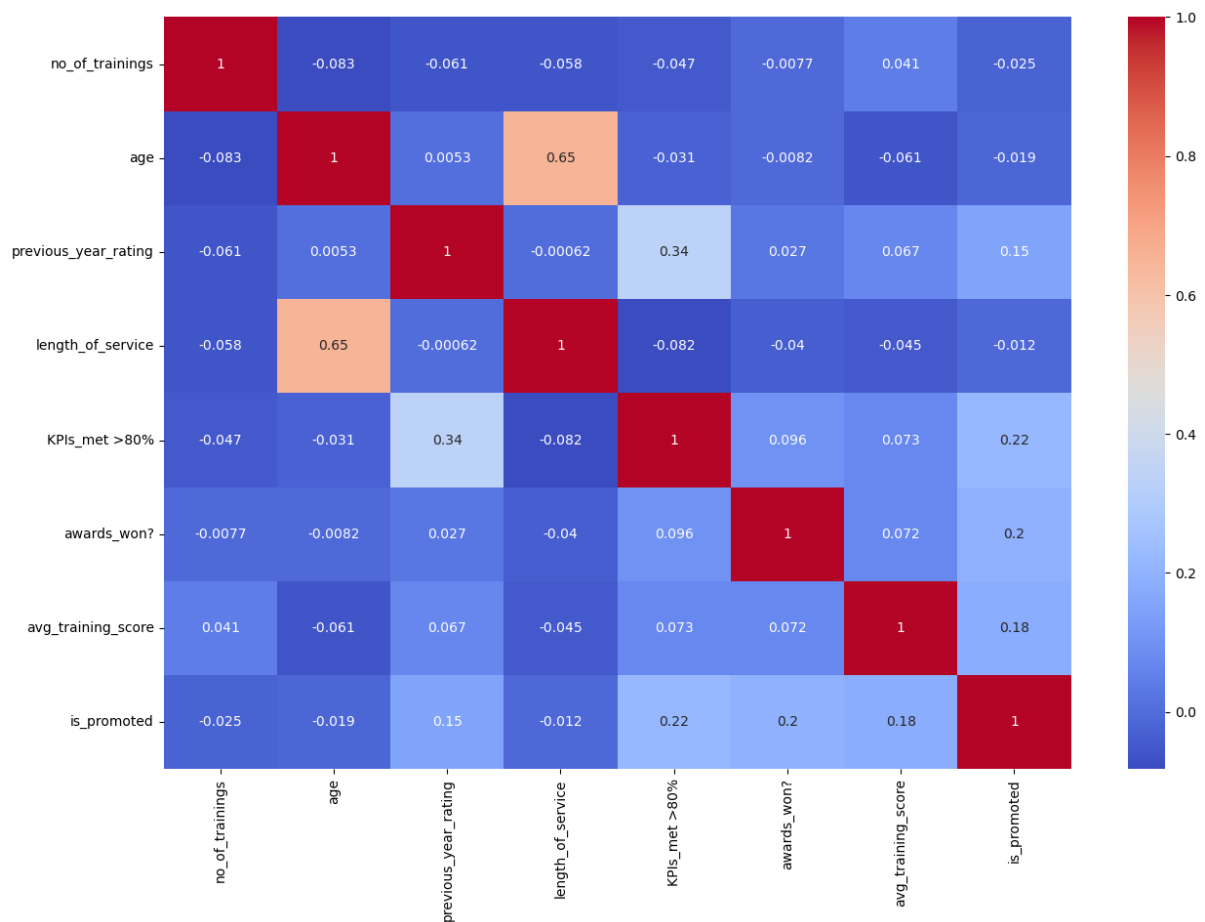Distribution of Employees Who Met KPIs Over 80%   Distribution of Awards Won Among Employees
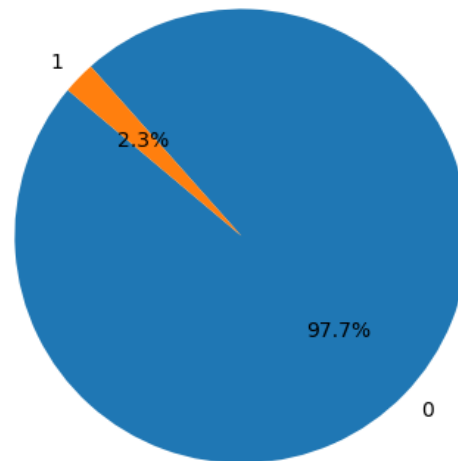
Only 35 % of employees met over 80% of their KPIs & only 2.3% won awards.

Both these statistics show that there is **NO MOTIVATION** for employees to excel and outperform.

2. Data Correlation:

  - shows a correlation heatmap of the variables, which can be used to identify relationships between features. Notably, there are no useful high correlations except the fairly obvious Length of service with age