Data Story: Workforce Analysis for ABC Company

Team Distribution

The workforce is evenly distributed across most teams, showcasing a balanced approach to talent allocation. However, the *New Orleans Pelicans* stand out slightly with a larger employee count, suggesting a strategic focus on building a stronger and more extensive roster. This insight hints at their emphasis on future growth and depth in talent.

Positions and Roles

Key positions dominate the workforce, with **SG** and **PF** emerging as the most common roles. This highlights their critical importance in driving game strategies, where athleticism and versatility are vital.

- **PG** follow closely, showcasing their high demand in facilitating gameplay and controlling team dynamics.
  The distribution of roles underscores the strategic focus on these positions to ensure success on the court.

Age Group Trends

The analysis reveals a **predominantly young workforce**:

- **51%** of employees fall within the **26-35 age group**, representing a peak period for experience and performance.

- **44%** are in the **18-25 range**, aligning with the physical demands of the sport and the need for agility and energy.

- The smallest group, **36-45**, reflects natural career progression, where fewer players remain active at advanced stages of their careers.

This trend confirms a strong reliance on younger, high-potential players combined with experienced individuals in key roles.

Salary Insights

- The **Cleveland Cavaliers** lead in salary expenditure, investing over **111 million** to retain top talent and maintain competitive performance.

- **Position Analysis** reveals that **C** command the highest salaries, closely followed by **PG**. This allocation reflects the pivotal nature of these roles in a team's strategy and success.

The data suggests that teams are willing to allocate significant budgets to positions that demand exceptional skills, ensuring sustained performance and competitive advantage.

Age and Salary Correlation

A **slight positive correlation** (0.21) between **age** and **salary** indicates that experience is rewarded with higher pay. However, the weak correlation also highlights an interesting trend:

- Younger players with exceptional talent are **rewarded competitively**, reflecting a focus on potential and performance rather than seniority alone.

This balance between rewarding **experience** and **emerging talent** ensures teams remain competitive while nurturing future stars.

Summary of Key Insights

1. **Balanced Team Distribution**: Most teams share an even workforce, with *New Orleans Pelicans* focusing on larger rosters.

2. **Position Importance**: High-impact roles like **Shooting Guards**, **Power Forwards**, and **Point Guards** dominate the workforce.

3. **Youth Dominance**: A majority of employees fall into the **18-35 age group**, reflecting the physical demands and agility required.

4. **Salary Allocation**: High salaries are allocated to key positions (**Centers** and **Point Guards**) and high-performing teams like the *Cleveland Cavaliers*.

5. **Performance over Age**: While experience correlates with salary, younger players are equally rewarded for exceptional performance.

Actionable Insights

The analysis emphasizes the importance of balancing **young talent** with experienced players in key positions. Teams can focus on:

- **Investing in critical roles** such as Point Guards and Centers.

- **Nurturing younger players** for long-term success while retaining experienced talent for leadership.

- Aligning **salary strategies** with positional importance and individual performance to optimize team budgets and results.

By leveraging these insights, ABC Company can refine its talent acquisition, salary planning, and workforce strategies to ensure long-term success and competitiveness.