Summary

The findings of this project are mentioned below:

**Department Wise Performances**

Among all the departments, the strongest positive correlation between employee performance and the department was found to be with “Data Science Department”. This implies, the Data Science employees will perform better compared to employees of all other departments.

The second aspect that came to the fore was that employees of the “Sales Department” and “Research & Development Department” had the lowest employee performance rating.

**Significant Factors Influencing the Employee Performance**

Based on the model, it was found that the three significant factors influencing the employee performances were – Employee Job Satisfaction, Overtime, and Educational Background of the employee.

Employee Job Satisfaction – The more is the employee job satisfaction, the better is the performance.

Overtime – Employee doing overtime is less likely to be a good performer.

Educational Background – It was observed that the employees with medical background were not among the good performers.

**Recommendations**

Based on the insight provided by the model, below mentioned are my recommendations:

1. The employees of the Data Science department are highly motivated and hence are among the best performers. On the contrary, the employee of the “Sales” and “Research & Development” department is not faring well. Hence, I recommend incorporating morale boosting measures for the employees of these two departments (Sales and R&D).
2. Doing overtime is severely affecting employee performance. Hence, it is advisable to make the work environment more productive and well planned in order to avoid overtime.
3. It is observed that the employees from the medical educational background are not among the good performers. Hence, I recommend INX Future Inc , to reconsider their hiring strategies and decide whether the resources with medical background are right fit for the open positions or not.