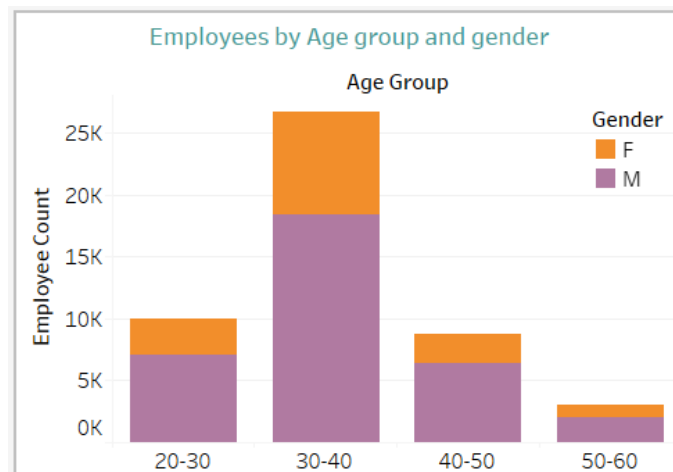# Note – Please refer attached Power Bi file(.pbix) for visual report.

Business Analysis:

Demographic Analysis: Age and Gender Distribution

Analysis: The analysis of age and gender distribution indicates a significant concentration of employees in the 30-40 age group, with male employees representing a larger portion across all age categories.

Recommendation: Consider implementing targeted diversity and inclusion initiatives to balance gender representation, particularly within the 30-40 age group. This can help foster a more inclusive and equitable work environment.

Recruitment Channel Analysis

Analysis: The analysis highlights that the "Sourcing" channel is the most widely used method for recruitment, followed by "Other" and "Referred" channels.
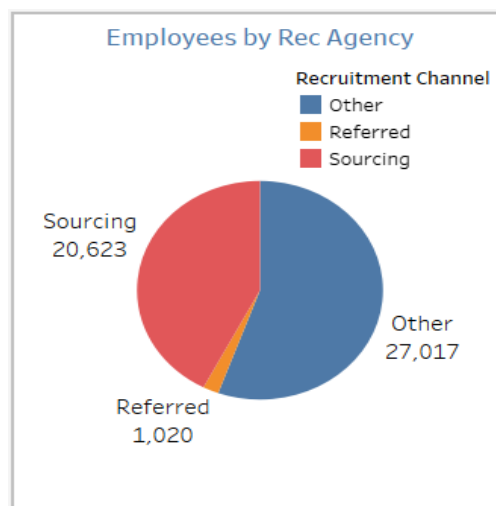

Recommendation: Evaluate the quality of hires from different recruitment channels to determine their effectiveness. Consider investing in strengthening the "Referred" channel through employee referral programs, as it has the potential to attract high-caliber candidates.

Department Distribution

Analysis: The distribution of employees across departments reveals that "Sales & Marketing" and "Operations" have the highest employee counts, while "R&D" and "Legal" have the lowest.

Recommendation: Conduct a comprehensive workload assessment across departments to ensure resource allocation aligns with business needs. Implement targeted retention strategies for departments with lower employee counts to mitigate talent gaps.
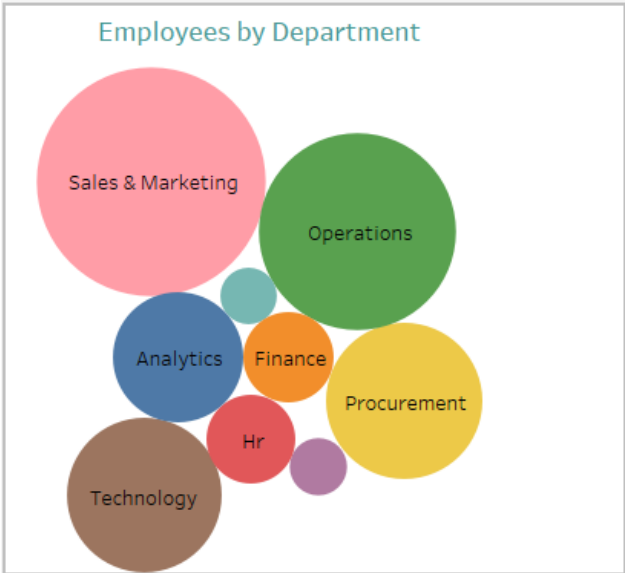
Training Score Analysis

Analysis: The majority of employees fall within the training score range of 40-60, indicating a potential need for targeted training interventions.

Recommendation: Identify specific areas where training scores consistently fall below expectations. Develop and implement specialized training programs to address skill gaps and enhance overall employee proficiency.
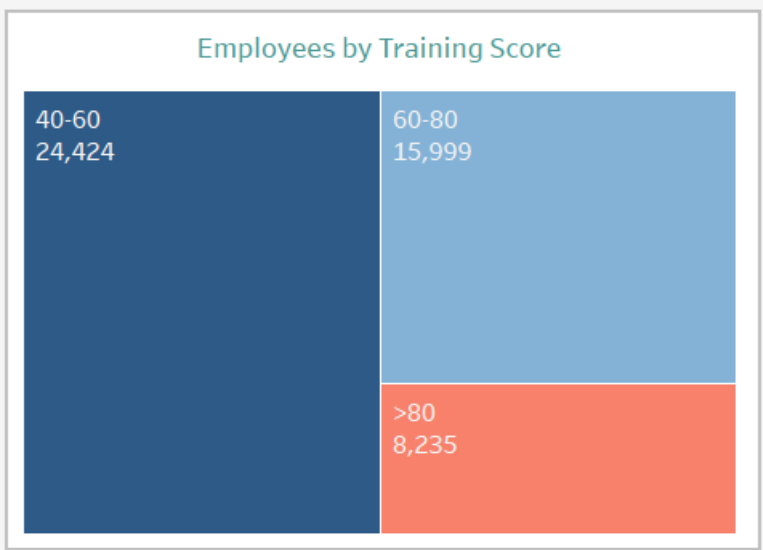
Regional Distribution

Analysis: Employee distribution across regions varies significantly, with "Region_2" having the highest count and "Region_16" having the lowest.
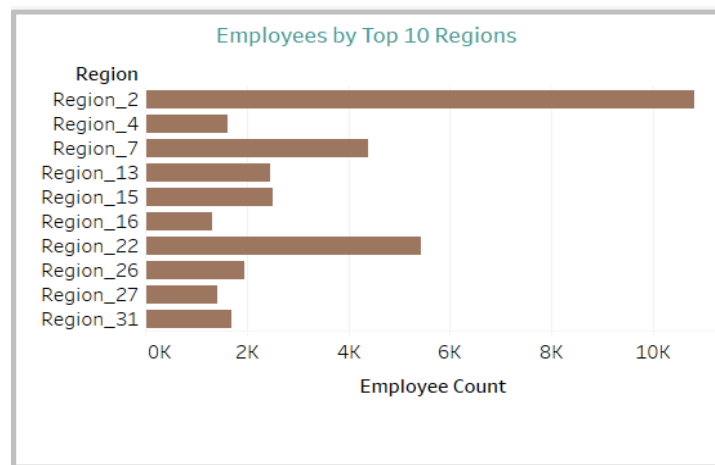
Recommendation: Investigate the reasons behind the lower employee count in certain regions. Consider localized recruitment and engagement strategies to attract and retain talent in regions with lower representation.

Recommendations:

1. Implement targeted diversity and inclusion initiatives to balance gender representation, particularly within the 30-40 age group.

2. Strengthen the "Referred" recruitment channel through employee referral programs to attract high-caliber candidates.

3. Conduct workload assessment and resource allocation reviews to ensure equitable distribution across departments.

4. Develop specialized training programs to address skill gaps, focusing on areas where training scores are consistently lower.

5. Explore localized HR strategies to enhance engagement and retention in regions with lower employee representation.

Conclusion:

The business analysis provides insights into key areas of employee demographics, recruitment, department distribution, training, and regional representation. Leveraging these insights and implementing the recommended actions can lead to a more diverse, skilled, and engaged workforce, ultimately contributing to improved organizational performance and success.