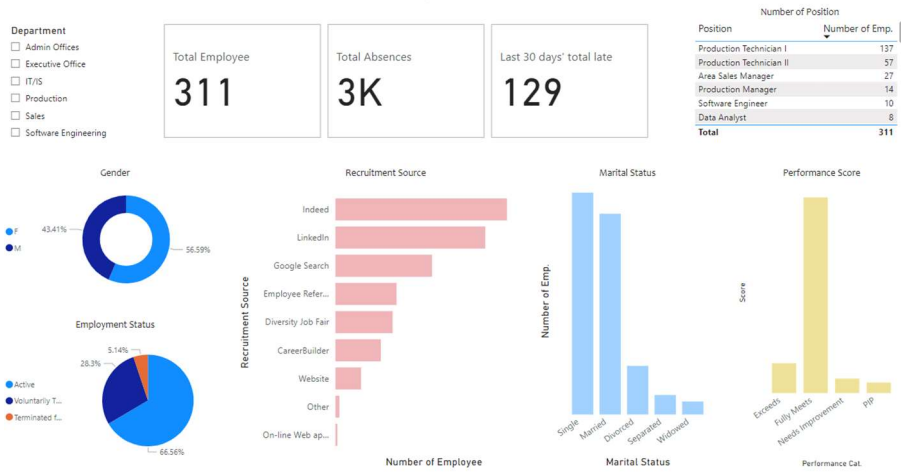


Portfolio Project: Human Resource Analysis

HR Analytics Dashboard



EmployeeID	EmployeeName	Department	JobTitle	Salary	Rate	Position	Start Date	End Date	MaritalStatus	Gender
1	John Doe	Production	Production Technician I	15.00	15.00	1	2010-01-01	2010-01-01	Single	M
2	Jane Smith	Production	Production Technician I	15.00	15.00	2	2010-01-01	2010-01-01	Single	F
3	Mike Johnson	Production	Production Technician I	15.00	15.00	3	2010-01-01	2010-01-01	Single	M
4	Sarah Lee	Production	Production Technician I	15.00	15.00	4	2010-01-01	2010-01-01	Single	F
5	David Kim	Production	Production Technician I	15.00	15.00	5	2010-01-01	2010-01-01	Single	M
6	Emily White	Production	Production Technician I	15.00	15.00	6	2010-01-01	2010-01-01	Single	F
7	Chris Brown	Production	Production Technician I	15.00	15.00	7	2010-01-01	2010-01-01	Single	M
8	Amy Green	Production	Production Technician I	15.00	15.00	8	2010-01-01	2010-01-01	Single	F
9	Tom Black	Production	Production Technician I	15.00	15.00	9	2010-01-01	2010-01-01	Single	M
10	Lisa Gray	Production	Production Technician I	15.00	15.00	10	2010-01-01	2010-01-01	Single	F
11	Kevin Red	Production	Production Technician I	15.00	15.00	11	2010-01-01	2010-01-01	Single	M
12	Nicole Blue	Production	Production Technician I	15.00	15.00	12	2010-01-01	2010-01-01	Single	F
13	Robert Yellow	Production	Production Technician I	15.00	15.00	13	2010-01-01	2010-01-01	Single	M
14	Michelle Purple	Production	Production Technician I	15.00	15.00	14	2010-01-01	2010-01-01	Single	F
15	James Silver	Production	Production Technician I	15.00	15.00	15	2010-01-01	2010-01-01	Single	M
16	Stephanie Gold	Production	Production Technician I	15.00	15.00	16	2010-01-01	2010-01-01	Single	F
17	Anthony Bronze	Production	Production Technician I	15.00	15.00	17	2010-01-01	2010-01-01	Single	M
18	Christina Copper	Production	Production Technician I	15.00	15.00	18	2010-01-01	2010-01-01	Single	F
19	Gregory Nickel	Production	Production Technician I	15.00	15.00	19	2010-01-01	2010-01-01	Single	M
20	Heather Zinc	Production	Production Technician I	15.00	15.00	20	2010-01-01	2010-01-01	Single	F
21	Timothy Lead	Production	Production Technician I	15.00	15.00	21	2010-01-01	2010-01-01	Single	M
22	Rebecca Platinum	Production	Production Technician I	15.00	15.00	22	2010-01-01	2010-01-01	Single	F
23	Benjamin Silver	Production	Production Technician I	15.00	15.00	23	2010-01-01	2010-01-01	Single	M
24	Sophia Gold	Production	Production Technician I	15.00	15.00	24	2010-01-01	2010-01-01	Single	F
25	Jonathan Bronze	Production	Production Technician I	15.00	15.00	25	2010-01-01	2010-01-01	Single	M
26	Karen Copper	Production	Production Technician I	15.00	15.00	26	2010-01-01	2010-01-01	Single	F
27	Christopher Nickel	Production	Production Technician I	15.00	15.00	27	2010-01-01	2010-01-01	Single	M
28	Michelle Zinc	Production	Production Technician I	15.00	15.00	28	2010-01-01	2010-01-01	Single	F
29	Robert Lead	Production	Production Technician I	15.00	15.00	29	2010-01-01	2010-01-01	Single	M
30	Stephanie Platinum	Production	Production Technician I	15.00	15.00	30	2010-01-01	2010-01-01	Single	F
31	Benjamin Silver	Production	Production Technician I	15.00	15.00	31	2010-01-01	2010-01-01	Single	M
32	Sophia Gold	Production	Production Technician I	15.00	15.00	32	2010-01-01	2010-01-01	Single	F
33	Jonathan Bronze	Production	Production Technician I	15.00	15.00	33	2010-01-01	2010-01-01	Single	M
34	Karen Copper	Production	Production Technician I	15.00	15.00	34	2010-01-01	2010-01-01	Single	F
35	Christopher Nickel	Production	Production Technician I	15.00	15.00	35	2010-01-01	2010-01-01	Single	M
36	Michelle Zinc	Production	Production Technician I	15.00	15.00	36	2010-01-01	2010-01-01	Single	F
37	Robert Lead	Production	Production Technician I	15.00	15.00	37	2010-01-01	2010-01-01	Single	M
38	Stephanie Platinum	Production	Production Technician I	15.00	15.00	38	2010-01-01	2010-01-01	Single	F
39	Benjamin Silver	Production	Production Technician I	15.00	15.00	39	2010-01-01	2010-01-01	Single	M
40	Sophia Gold	Production	Production Technician I	15.00	15.00	40	2010-01-01	2010-01-01	Single	F
41	Jonathan Bronze	Production	Production Technician I	15.00	15.00	41	2010-01-01	2010-01-01	Single	M
42	Karen Copper	Production	Production Technician I	15.00	15.00	42	2010-01-01	2010-01-01	Single	F
43	Christopher Nickel	Production	Production Technician I	15.00	15.00	43	2010-01-01	2010-01-01	Single	M
44	Michelle Zinc	Production	Production Technician I	15.00	15.00	44	2010-01-01	2010-01-01	Single	F
45	Robert Lead	Production	Production Technician I	15.00	15.00	45	2010-01-01	2010-01-01	Single	M
46	Stephanie Platinum	Production	Production Technician I	15.00	15.00	46	2010-01-01	2010-01-01	Single	F
47	Benjamin Silver	Production	Production Technician I	15.00	15.00	47	2010-01-01	2010-01-01	Single	M
48	Sophia Gold	Production	Production Technician I	15.00	15.00	48	2010-01-01	2010-01-01	Single	F
49	Jonathan Bronze	Production	Production Technician I	15.00	15.00	49	2010-01-01	2010-01-01	Single	M
50	Karen Copper	Production	Production Technician I	15.00	15.00	50	2010-01-01	2010-01-01	Single	F
51	Christopher Nickel	Production	Production Technician I	15.00	15.00	51	2010-01-01	2010-01-01	Single	M
52	Michelle Zinc	Production	Production Technician I	15.00	15.00	52	2010-01-01	2010-01-01	Single	F
53	Robert Lead	Production	Production Technician I	15.00	15.00	53	2010-01-01	2010-01-01	Single	M
54	Stephanie Platinum	Production	Production Technician I	15.00	15.00	54	2010-01-01	2010-01-01	Single	F
55	Benjamin Silver	Production	Production Technician I	15.00	15.00	55	2010-01-01	2010-01-01	Single	M
56	Sophia Gold	Production	Production Technician I	15.00	15.00	56	2010-01-01	2010-01-01	Single	F
57	Jonathan Bronze	Production	Production Technician I	15.00	15.00	57	2010-01-01	2010-01-01	Single	M
58	Karen Copper	Production	Production Technician I	15.00	15.00	58	2010-01-01	2010-01-01	Single	F
59	Christopher Nickel	Production	Production Technician I	15.00	15.00	59	2010-01-01	2010-01-01	Single	M
60	Michelle Zinc	Production	Production Technician I	15.00	15.00	60	2010-01-01	2010-01-01	Single	F
61	Robert Lead	Production	Production Technician I	15.00	15.00	61	2010-01-01	2010-01-01	Single	M
62	Stephanie Platinum	Production	Production Technician I	15.00	15.00	62	2010-01-01	2010-01-01	Single	F
63	Benjamin Silver	Production	Production Technician I	15.00	15.00	63	2010-01-01	2010-01-01	Single	M
64	Sophia Gold	Production	Production Technician I	15.00	15.00	64	2010-01-01	2010-01-01	Single	F
65	Jonathan Bronze	Production	Production Technician I	15.00	15.00	65	2010-01-01	2010-01-01	Single	M
66	Karen Copper	Production	Production Technician I	15.00	15.00	66	2010-01-01	2010-01-01	Single	F
67	Christopher Nickel	Production	Production Technician I	15.00	15.00	67	2010-01-01	2010-01-01	Single	M
68	Michelle Zinc	Production	Production Technician I	15.00	15.00	68	2010-01-01	2010-01-01	Single	F
69	Robert Lead	Production	Production Technician I	15.00	15.00	69	2010-01-01	2010-01-01	Single	M
70	Stephanie Platinum	Production	Production Technician I	15.00	15.00	70	2010-01-01	2010-01-01	Single	F
71	Benjamin Silver	Production	Production Technician I	15.00	15.00	71	2010-01-01	2010-01-01	Single	M
72	Sophia Gold	Production	Production Technician I	15.00	15.00	72	2010-01-01	2010-01-01	Single	F
73	Jonathan Bronze	Production	Production Technician I	15.00	15.00	73	2010-01-01	2010-01-01	Single	M
74	Karen Copper	Production	Production Technician I	15.00	15.00	74	2010-01-01	2010-01-01	Single	F
75	Christopher Nickel	Production	Production Technician I	15.00	15.00	75	2010-01-01	2010-01-01	Single	M
76	Michelle Zinc	Production	Production Technician I	15.00	15.00	76	2010-01-01	2010-01-01	Single	F
77	Robert Lead	Production	Production Technician I	15.00	15.00	77	2010-01-01	2010-01-01	Single	M
78	Stephanie Platinum	Production	Production Technician I	15.00	15.00	78	2010-01-01	2010-01-01	Single	F
79	Benjamin Silver	Production	Production Technician I	15.00	15.00	79	2010-01-01	2010-01-01	Single	M
80	Sophia Gold	Production	Production Technician I	15.00	15.00	80	2010-01-01	2010-01-01	Single	F
81	Jonathan Bronze	Production	Production Technician I	15.00	15.00	81	2010-01-01	2010-01-01	Single	M
82	Karen Copper	Production	Production Technician I	15.00	15.00	82	2010-01-01	2010-01-01	Single	F
83	Christopher Nickel	Production	Production Technician I	15.00	15.00	83	2010-01-01	2010-01-01	Single	M
84	Michelle Zinc	Production	Production Technician I	15.00	15.00	84	2010-01-01	2010-01-01	Single	F
85	Robert Lead	Production	Production Technician I	15.00	15.00	85	2010-01-01	2010-01-01	Single	M
86	Stephanie Platinum	Production	Production Technician I	15.00	15.00	86	2010-01-01	2010-01-01	Single	F
87	Benjamin Silver	Production	Production Technician I	15.00	15.00	87	2010-01-01	2010-01-01	Single	M
88	Sophia Gold	Production	Production Technician I	15.00	15.00	88	2010-01-01	2010-01-01	Single	F
89	Jonathan Bronze	Production	Production Technician I	15.00	15.00	89	2010-01-01	2010-01-01	Single	M
90	Karen Copper	Production	Production Technician I	15.00	15.00	90	2010-01-01	2010-01-01	Single	F
91	Christopher Nickel	Production	Production Technician I	15.00	15.00	91	2010-01-01	2010-01-01	Single	M
92	Michelle Zinc	Production	Production Technician I	15.00	15.00	92	2010-01-01	2010-01-01	Single	F
93	Robert Lead	Production	Production Technician I	15.00	15.00	93	2010-01-01	2010-01-01	Single	M
94	Stephanie Platinum	Production	Production Technician I	15.00	15.00	94	2010-01-01	2010-01-01	Single	F
95	Benjamin Silver	Production	Production Technician I	15.00	15.00	95	2010-01-01	2010-01-01	Single	M
96	Sophia Gold	Production	Production Technician I	15.00	15.00	96	2010-01-01	2010-01-01	Single	F
97	Jonathan Bronze	Production	Production Technician I	15.00	15.00	97	2010-01-01	2010-01-01	Single	M
98	Karen Copper	Production	Production Technician I	15.00	15.00	98	2010-01-01	2010-01-01	Single	F
99	Christopher Nickel	Production	Production Technician I	15.00	15.00	99	2010-01-01	2010-01-01	Single	M
100	Michelle Zinc	Production	Production Technician I	15.00	15.00	100	2010-01-01	2010-01-01	Single	F

EmployeeID	EmployeeName	Department	JobTitle	Salary	Rate	Position	Start Date	End Date	MaritalStatus	Gender
1	John Doe	Production	Production Technician I	15.00	15.00	1	2010-01-01	2010-01-01	Single	M
2	Jane Smith	Production	Production Technician I	15.00	15.00	2	2010-01-01	2010-01-01	Single	F
3	Mike Johnson	Production	Production Technician I	15.00	15.00	3	2010-01-01	2010-01-01	Single	M
4	Sarah Lee	Production	Production Technician I	15.00	15.00	4	2010-01-01	2010-01-01	Single	F
5	David Kim	Production	Production Technician I	15.00	15.00	5	2010-01-01	2010-01-01	Single	M
6	Emily White	Production	Production Technician I	15.00	15.00	6	2010-01-01	2010-01-01	Single	F
7	Chris Brown	Production	Production Technician I	15.00	15.00	7	2010-01-01	2010-01-01	Single	M
8	Amy Green	Production	Production Technician I	15.00	15.00	8	2010-01-01	2010-01-01	Single	F
9	Tom Black	Production	Production Technician I	15.00	15.00	9	2010-01-01	2010-01-01	Single	M
10	Lisa Gray	Production	Production Technician I	15.00	15.00	10	2010-01-01	2010-01-01	Single	F
11	Kevin Red	Production	Production Technician I	15.00	15.00	11	2010-01-01	2010-01-01	Single	M
12	Nicole Blue	Production	Production Technician I	15.00	15.00	12	2010-01-01	2010-01-01	Single	F
13	Robert White	Production	Production Technician I	15.00	15.00	13	2010-01-01	2010-01-01	Single	M
14	Michelle Green	Production	Production Technician I	15.00	15.00	14	2010-01-01	2010-01-01	Single	F
15	James Brown	Production	Production Technician I	15.00	15.00	15	2010-01-01	2010-01-01	Single	M
16	Patricia Black	Production	Production Technician I	15.00	15.00	16	2010-01-01	2010-01-01	Single	F
17	Michael White	Production	Production Technician I	15.00	15.00	17	2010-01-01	2010-01-01	Single	M
18	Elizabeth Green	Production	Production Technician I	15.00	15.00	18	2010-01-01	2010-01-01	Single	F
19	Christopher Brown	Production	Production Technician I	15.00	15.00	19	2010-01-01	2010-01-01	Single	M
20	Sophia Black	Production	Production Technician I	15.00	15.00	20	2010-01-01	2010-01-01	Single	F
21	Daniel White	Production	Production Technician I	15.00	15.00	21	2010-01-01	2010-01-01	Single	M
22	Olivia Green	Production	Production Technician I	15.00	15.00	22	2010-01-01	2010-01-01	Single	F
23	Matthew Brown	Production	Production Technician I	15.00	15.00	23	2010-01-01	2010-01-01	Single	M
24	Isabella Black	Production	Production Technician I	15.00	15.00	24	2010-01-01	2010-01-01	Single	F
25	Christopher White	Production	Production Technician I	15.00	15.00	25	2010-01-01	2010-01-01	Single	M
26	Ava Green	Production	Production Technician I	15.00	15.00	26	2010-01-01	2010-01-01	Single	F
27	Andrew Brown	Production	Production Technician I	15.00	15.00	27	2010-01-01	2010-01-01	Single	M
28	Mia Black	Production	Production Technician I	15.00	15.00	28	2010-01-01	2010-01-01	Single	F
29	Joshua White	Production	Production Technician I	15.00	15.00	29	2010-01-01	2010-01-01	Single	M
30	Charlotte Green	Production	Production Technician I	15.00	15.00	30	2010-01-01	2010-01-01	Single	F
31	Benjamin Brown	Production	Production Technician I	15.00	15.00	31	2010-01-01	2010-01-01	Single	M
32	Amelia Black	Production	Production Technician I	15.00	15.00	32	2010-01-01	2010-01-01	Single	F
33	Samuel White	Production	Production Technician I	15.00	15.00	33	2010-01-01	2010-01-01	Single	M
34	Harper Green	Production	Production Technician I	15.00	15.00	34	2010-01-01	2010-01-01	Single	F
35	Ethan Brown	Production	Production Technician I	15.00	15.00	35	2010-01-01	2010-01-01	Single	M
36	Evelyn Black	Production	Production Technician I	15.00	15.00	36	2010-01-01	2010-01-01	Single	F
37	Lucas White	Production	Production Technician I	15.00	15.00	37	2010-01-01	2010-01-01	Single	M
38	Madison Green	Production	Production Technician I	15.00	15.00	38	2010-01-01	2010-01-01	Single	F
39	Isaac Brown	Production	Production Technician I	15.00	15.00	39	2010-01-01	2010-01-01	Single	M
40	Grace Black	Production	Production Technician I	15.00	15.00	40	2010-01-01	2010-01-01	Single	F
41	Henry White	Production	Production Technician I	15.00	15.00	41	2010-01-01	2010-01-01	Single	M
42	Chloe Green	Production	Production Technician I	15.00	15.00	42	2010-01-01	2010-01-01	Single	F
43	Alexander Brown	Production	Production Technician I	15.00	15.00	43	2010-01-01	2010-01-01	Single	M
44	Victoria Black	Production	Production Technician I	15.00	15.00	44	2010-01-01	2010-01-01	Single	F
45	Jonathan White	Production	Production Technician I	15.00	15.00	45	2010-01-01	2010-01-01	Single	M
46	Stephanie Green	Production	Production Technician I	15.00	15.00	46	2010-01-01	2010-01-01	Single	F
47	Christopher Brown	Production	Production Technician I	15.00	15.00	47	2010-01-01	2010-01-01	Single	M
48	Madeline Black	Production	Production Technician I	15.00	15.00	48	2010-01-01	2010-01-01	Single	F
49	David White	Production	Production Technician I	15.00	15.00	49	2010-01-01	2010-01-01	Single	M
50	Emily Green	Production	Production Technician I	15.00	15.00	50	2010-01-01	2010-01-01	Single	F
51	Michael Brown	Production	Production Technician I	15.00	15.00	51	2010-01-01	2010-01-01	Single	M
52	Olivia Black	Production	Production Technician I	15.00	15.00	52	2010-01-01	2010-01-01	Single	F
53	Andrew White	Production	Production Technician I	15.00	15.00	53	2010-01-01	2010-01-01	Single	M
54	Isabella Green	Production	Production Technician I	15.00	15.00	54	2010-01-01	2010-01-01	Single	F
55	Joshua Brown	Production	Production Technician I	15.00	15.00	55	2010-01-01	2010-01-01	Single	M
56	Charlotte Black	Production	Production Technician I	15.00	15.00	56	2010-01-01	2010-01-01	Single	F
57	Benjamin White	Production	Production Technician I	15.00	15.00	57	2010-01-01	2010-01-01	Single	M
58	Amelia Green	Production	Production Technician I	15.00	15.00	58	2010-01-01	2010-01-01	Single	F
59	Samuel Brown	Production	Production Technician I	15.00	15.00	59	2010-01-01	2010-01-01	Single	M
60	Harper Black	Production	Production Technician I	15.00	15.00	60	2010-01-01	2010-01-01	Single	F
61	Ethan White	Production	Production Technician I	15.00	15.00	61	2010-01-01	2010-01-01	Single	M
62	Evelyn Green	Production	Production Technician I	15.00	15.00	62	2010-01-01	2010-01-01	Single	F
63	Lucas Brown	Production	Production Technician I	15.00	15.00	63	2010-01-01	2010-01-01	Single	M
64	Madison Black	Production	Production Technician I	15.00	15.00	64	2010-01-01	2010-01-01	Single	F
65	Isaac White	Production	Production Technician I	15.00	15.00	65	2010-01-01	2010-01-01	Single	M
66	Grace Green	Production	Production Technician I	15.00	15.00	66	2010-01-01	2010-01-01	Single	F
67	Henry Brown	Production	Production Technician I	15.00	15.00	67	2010-01-01	2010-01-01	Single	M
68	Chloe Black	Production	Production Technician I	15.00	15.00	68	2010-01-01	2010-01-01	Single	F
69	Alexander White	Production	Production Technician I	15.00	15.00	69	2010-01-01	2010-01-01	Single	M
70	Victoria Green	Production	Production Technician I	15.00	15.00	70	2010-01-01	2010-01-01	Single	F
71	Jonathan Brown	Production	Production Technician I	15.00	15.00	71	2010-01-01	2010-01-01	Single	M
72	Stephanie Black	Production	Production Technician I	15.00	15.00	72	2010-01-01	2010-01-01	Single	F
73	Christopher White	Production	Production Technician I	15.00	15.00	73	2010-01-01	2010-01-01	Single	M
74	Madeline Green	Production	Production Technician I	15.00	15.00	74	2010-01-01	2010-01-01	Single	F
75	David Brown	Production	Production Technician I	15.00	15.00	75	2010-01-01	2010-01-01	Single	M
76	Emily Black	Production	Production Technician I	15.00	15.00	76	2010-01-01	2010-01-01	Single	F
77	Michael White	Production	Production Technician I	15.00	15.00	77	2010-01-01	2010-01-01	Single	M
78	Olivia Green	Production	Production Technician I	15.00	15.00	78	2010-01-01	2010-01-01	Single	F
79	Andrew Brown	Production	Production Technician I	15.00	15.00	79	2010-01-01	2010-01-01	Single	M
80	Isabella Black	Production	Production Technician I	15.00	15.00	80	2010-01-01	2010-01-01	Single	F
81	Joshua White	Production	Production Technician I	15.00	15.00	81	2010-01-01	2010-01-01	Single	M
82	Charlotte Green	Production	Production Technician I	15.00	15.00	82	2010-01-01	2010-01-01	Single	F
83	Benjamin Brown	Production	Production Technician I	15.00	15.00	83	2010-01-01	2010-01-01	Single	M
84	Amelia Black	Production	Production Technician I	15.00	15.00	84	2010-01-01	2010-01-01	Single	F
85	Samuel White	Production	Production Technician I	15.00	15.00	85	2010-01-01	2010-01-01	Single	M
86	Harper Green	Production	Production Technician I	15.00	15.00	86	2010-01-01	2010-01-01	Single	F
87	Ethan Brown	Production	Production Technician I	15.00	15.00	87	2010-01-01	2010-01-01	Single	M
88	Evelyn Black	Production	Production Technician I	15.00	15.00	88	2010-01-01	2010-01-01	Single	F
89	Lucas White	Production	Production Technician I	15.00	15.00	89	2010-01-01	2010-01-01	Single	M
90	Madison Green	Production	Production Technician I	15.00	15.00	90	2010-01-01	2010-01-01	Single	F
91	Isaac Brown	Production	Production Technician I	15.00	15.00	91	2010-01-01	2010-01-01	Single	M
92	Grace Black	Production	Production Technician I	15.00	15.00	92	2010-01-01	2010-01-01	Single	F
93	Henry White	Production	Production Technician I	15.00	15.00	93	2010-01-01	2010-01-01	Single	M
94	Chloe Green	Production	Production Technician I	15.00	15.00	94	2010-01-01	2010-01-01	Single	F
95	Alexander Brown	Production	Production Technician I	15.00	15.00	95	2010-01-01	2010-01-01	Single	M
96	Victoria Black	Production	Production Technician I	15.00	15.00	96	2010-01-01	2010-01-01	Single	F
97	Jonathan White	Production	Production Technician I	15.00	15.00	97	2010-01-01	2010-01-01	Single	M
98	Stephanie Green	Production	Production Technician I	15.00	15.00	98	2010-01-01	2010-01-01	Single	F
99	Christopher Brown	Production	Production Technician I	15.00	15.00	99	2010-01-01	2010-01-01	Single	M
100	Madeline Black	Production	Production Technician I	15.00	15.00	100	2010-01-01	2010-01-01	Single	F

This project aims to provide valuable insights into key human resources metrics, empowering data-driven decision-making and strategic planning. By analyzing data collected from the company's HR records, we gain a deeper understanding of employee absenteeism, recruitment sources, performance scores, and demographics, which can guide HR professionals in optimizing workforce management.

Data was collected from the company's HR records and underwent thorough pre-processing. Missing values were handled, unnecessary columns were removed, and data was normalized to ensure accuracy and consistency throughout the analysis.

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Structure

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Data Exploration and Analysis:

1. Absenteeism Analysis:

- Absenteeism was examined across departments, providing insights into potential hotspots and areas requiring attention.
- The last 30 days' late present data was calculated to gauge punctuality patterns and potential impacts on productivity.

2. Recruitment Source Evaluation:

- Recruitment sources were analyzed to determine the most effective channels for hiring new employees.
- The contribution of each source to the overall workforce was assessed, guiding resource allocation for future recruitment efforts.

3. Performance Score Assessment:

- Employee performance scores were compared across departments, allowing identification of high-performing teams and areas for improvement.
- A deeper analysis of performance trends can guide talent development initiatives and resource distribution.

4. Demographics Insights:

- Workforce distribution by gender, marital status, and employment status provided valuable diversity insights.
- Understanding employee demographics aids in promoting inclusivity and developing tailored HR policies.

Dashboard:

The results of the data analysis are presented in an interactive dashboard, providing a user-friendly platform to visualize key HR metrics effectively. The dashboard includes the following insights:

1. Recruitment Sources:

- Clear visualization of the top recruitment sources, with Indeed and LinkedIn being the primary channels for hiring.
- Insights into the success rates of each source, assisting in refining recruitment strategies.

2. Performance Scores:

- Visual representation of department-wise performance scores, highlighting high-performing teams and potential areas of improvement.
- A clear overview of employee performance, facilitating targeted recognition and skill development.

3. Employment Status:

- A comprehensive view of the current employment status, identifying the proportion of inactive employees.

- This insight can prompt HR to initiate measures to retain and engage these employees effectively.

