Task 4

**Insights and Recommendations:**

1. **Best Performing Department: HR**
   * HR has the highest average performance score (3.01).
   * Their efficiency strategies (e.g., structured workflows or effective task delegation) could be studied and replicated in other departments.
2. **Improvement Strategies for Lower-Performing Departments (e.g., Marketing, Finance)**
   * **Training & Skill Development**: Conduct targeted training sessions to improve task efficiency.
   * **Workload Optimization**: Balance workload distribution and analyse task difficulty to enhance employee performance.