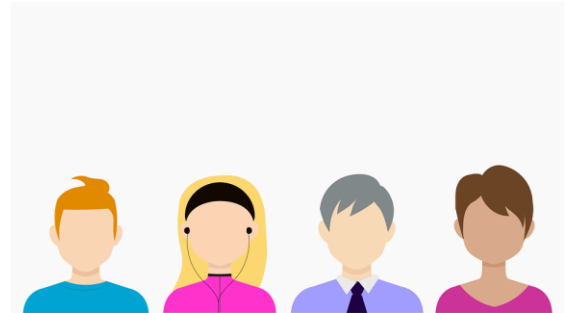# Summary

Total male employees are 343 and the females are 342
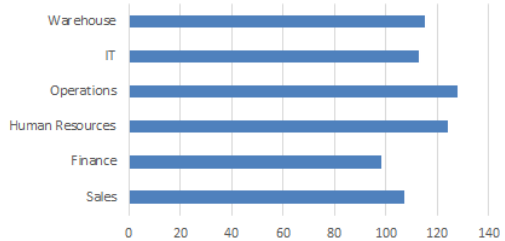
Total department are 6

Total number of jobs 7

Our Goal?

We have total 52 factors which help in gaining a good evaluation score but not all the factors are playing major roles to have a good evaluation score which shows the performance of an employee. In our analysis we will see which factors are playing the most important role and considering them we will try to find out the result. Also we will predict the evaluation score for the new employees in the organization.
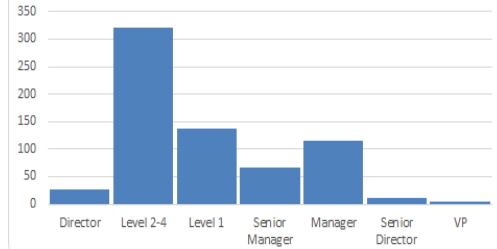
Analysis

Departments

Bar chart showing departments: Warehouse, IT, Operations, Human Resources, Finance, Sales on the y-axis; scale 0 to 140 on the x-axis.
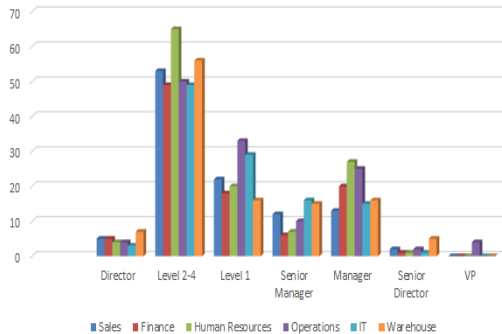
Most of the people are working as level 2-4 employees in the organization and the number of Vice presidents are very few.

Majority of people are working for Operations and the employees in finance are less compared to the other departments
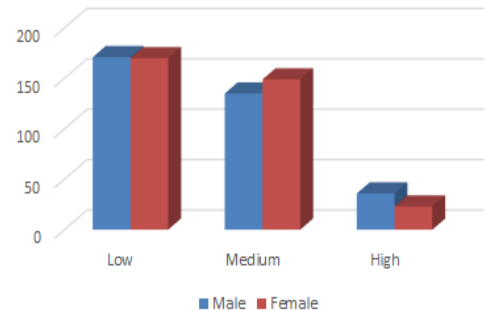
Dept wise job roles

Chart showing roles: Director, Level 2-4, Level 1, Senior Manager, Manager, Senior Director, VP; scale 0 to 70.

Legend: Sales, Finance, Human Resources, Operations, IT, Warehouse

Number of females are more for medium package and for high package the ratio of males are more compared to the females

Human resource has the highest number of level 2-4 employees

Frequency of roles

Bar chart showing roles: Director, Level 2-4, Level 1, Senior Manager, Manager, Senior Director, VP; scale 0 to 350.

Salary according to gender

Bar chart showing Low, Medium, High categories; scale 0 to 200.

Legend: Male, Female

Significant values

| Name	Values	
Average employee evaluation score	72.50	
Employees working remotely	63%	
Total number of projects	1972	
Work accidents	74	
Average monthly hours an employee works	200 hours	

- The data shows that the average evaluation score of an employee is 72.50 and 63% of the total employees are working remotely.
- Each employee has spent monthly 200 hours to do their tasks in the company .
- The total number of work accidents that took place while working is 74.
- The total number of projects that are done is 1972.

Prediction of employee evaluation using our predictive model. Higher score of the evaluation implies better performance.

Employee Evaluation

last_evaluation — Predicted
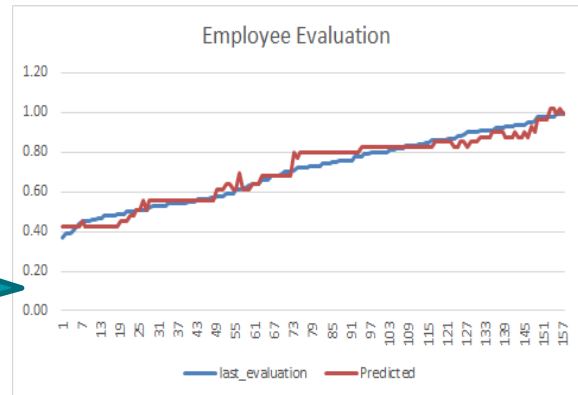
Results

- Employee engagement on their company activities plays a vital role to enhance good evaluation score by the supervisor. However employee role also plays an important role on the score but it is not as impactful as employee engagement.
- People who are working remotely are happy and tend to work better than the people who are working on premise.
- Along with these two factors employee satisfaction also matters a lot, if the employee is not happy will effect on their job performance. Our statictial model and analysis shows employees who are more satisfied with the company and also with their job are performing quite better which increases their performance level.

Satisfied work from home? → Engaged in company activity? → Satisfied with the job?
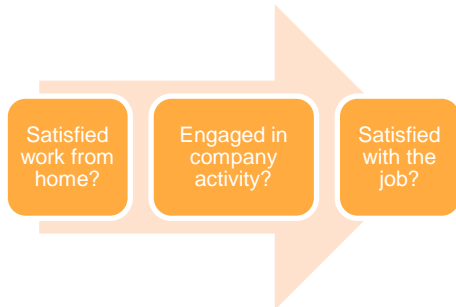
Conclusion

If an employee is working from home and they are happy with their work that's a good sign for the employee.

Employee satisfaction and engagement matters a lot to achieve a higher performance level. Of course if the employee is not happy then he/she will fail to give their 100% in their jobs which will impact on their performance.