INX FUTURE INC.
Employee Performance
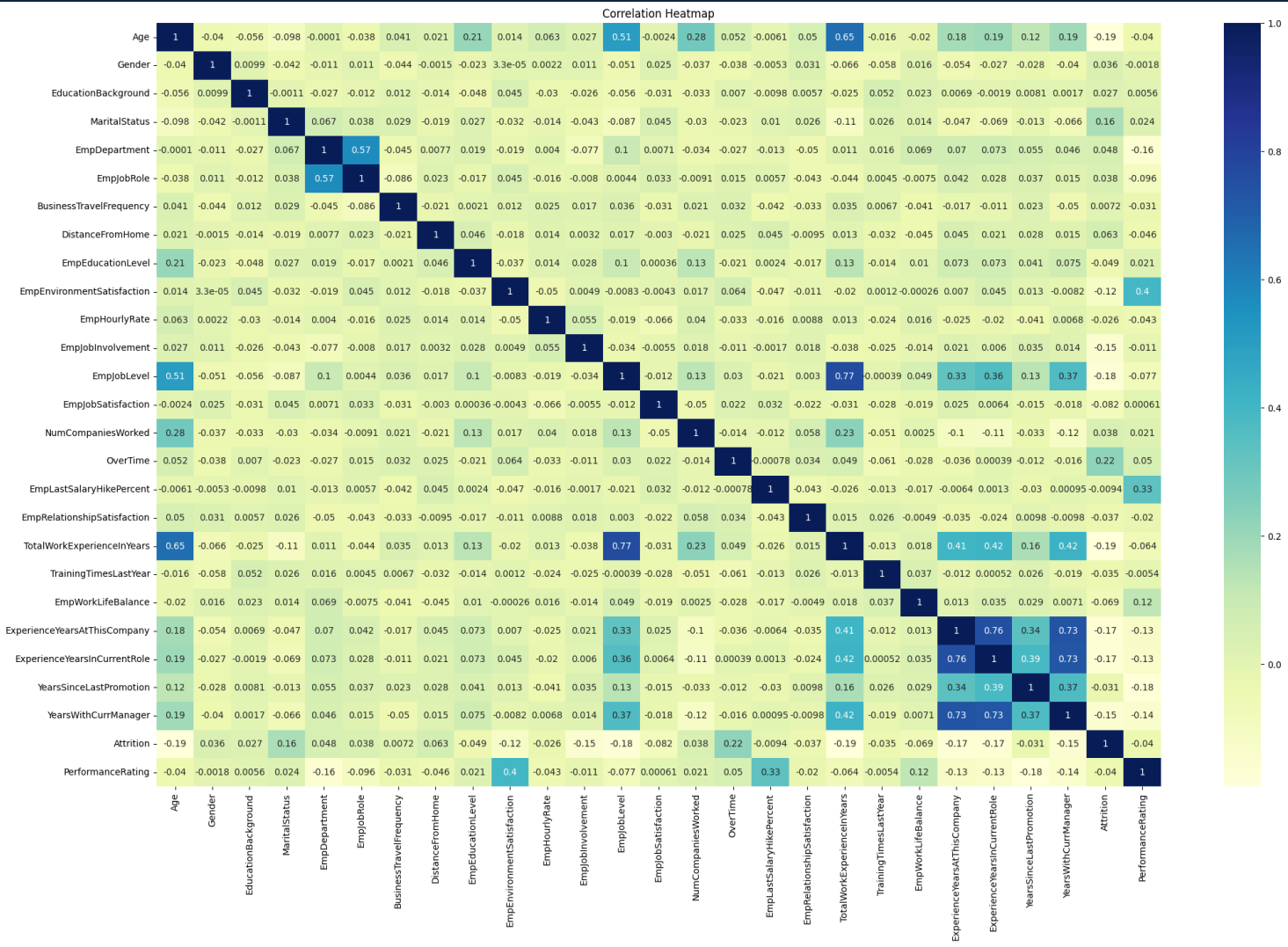
Presented By Satyabrata Brahmachary
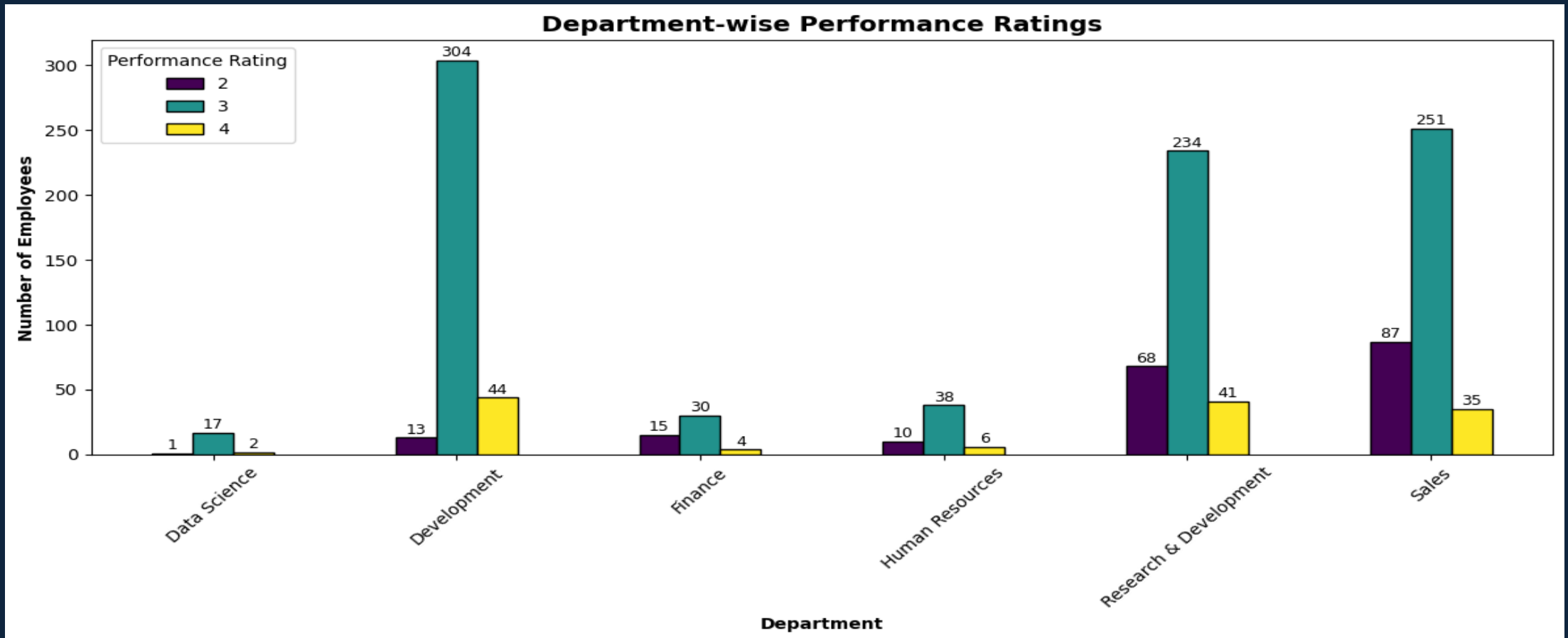
Agenda

- Collection Data

- Exploratory Data Analysis

- Feature Engineering

- Model Building

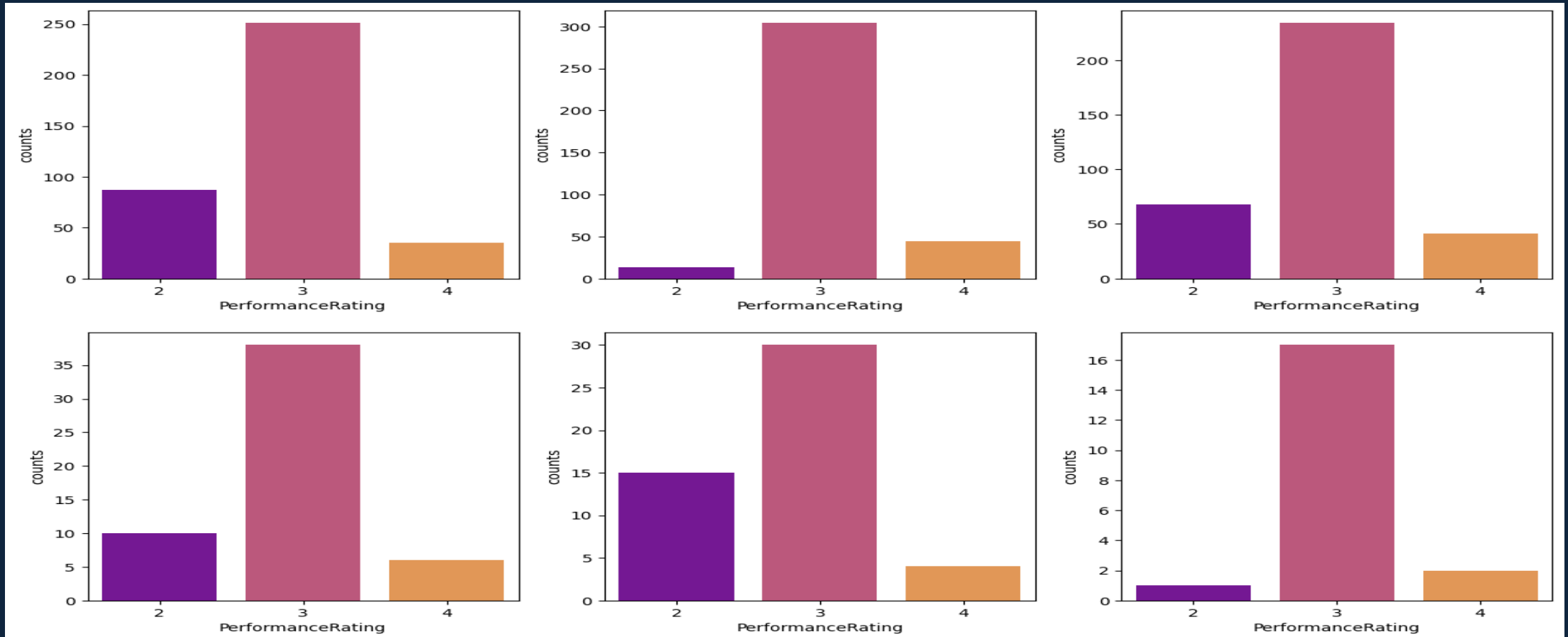- Outcome

Top 3 Factors Affecting The EmployeePerformance

- EmpEnvironment Satisfication
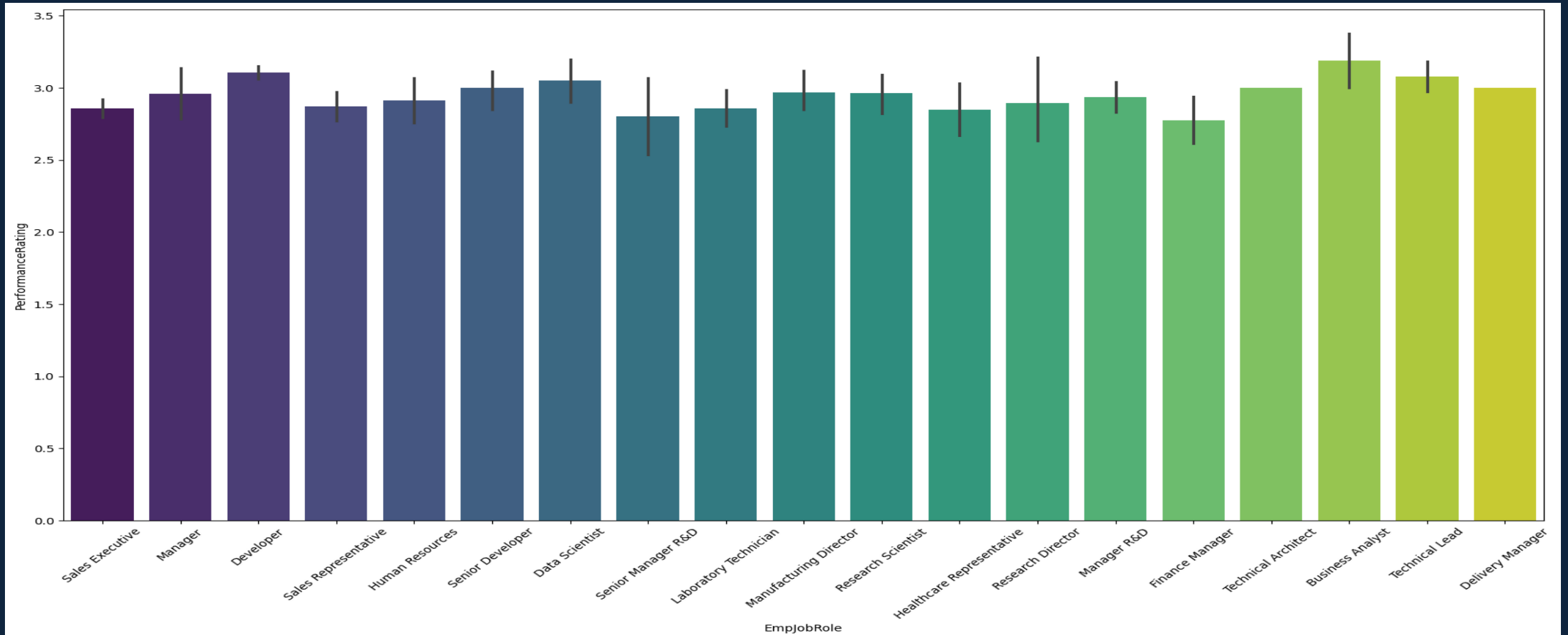
- EmpLastSalaryHikePercent

- EmpWorkLifeBalance

Correlation Heatmap

Department Level Insights

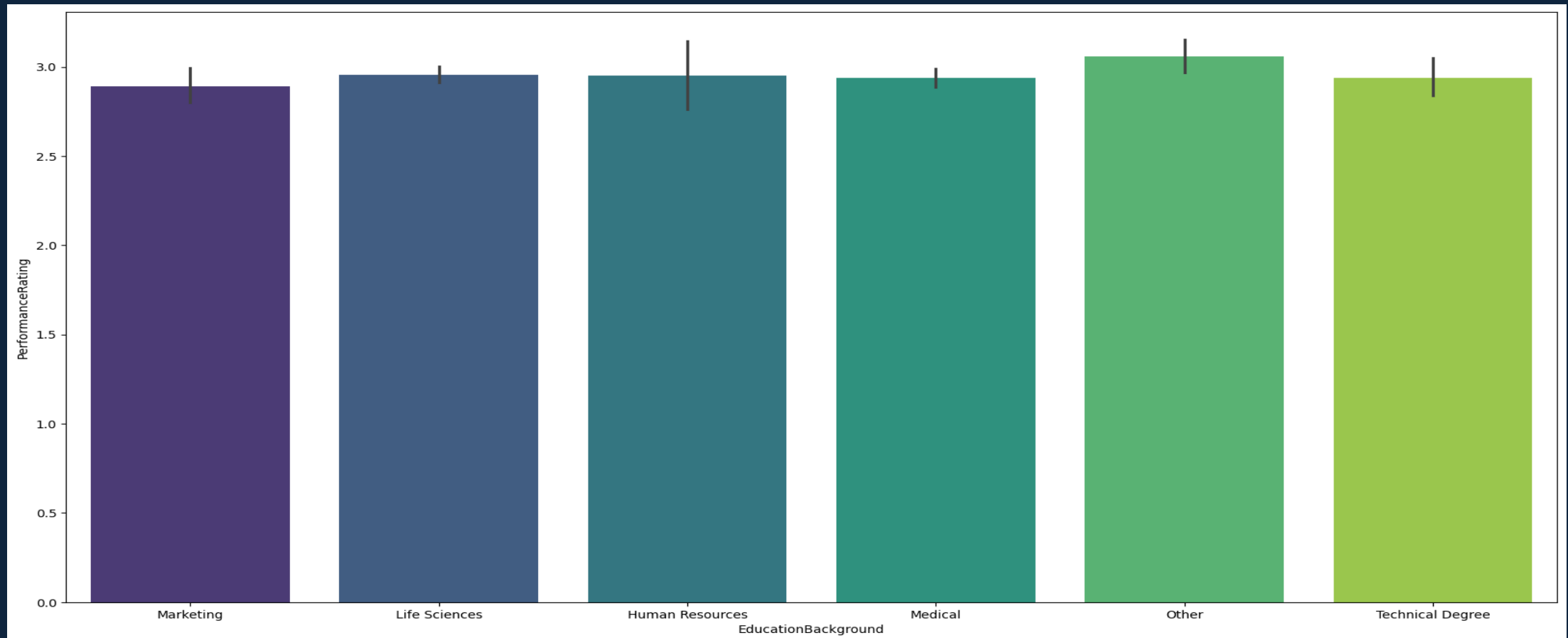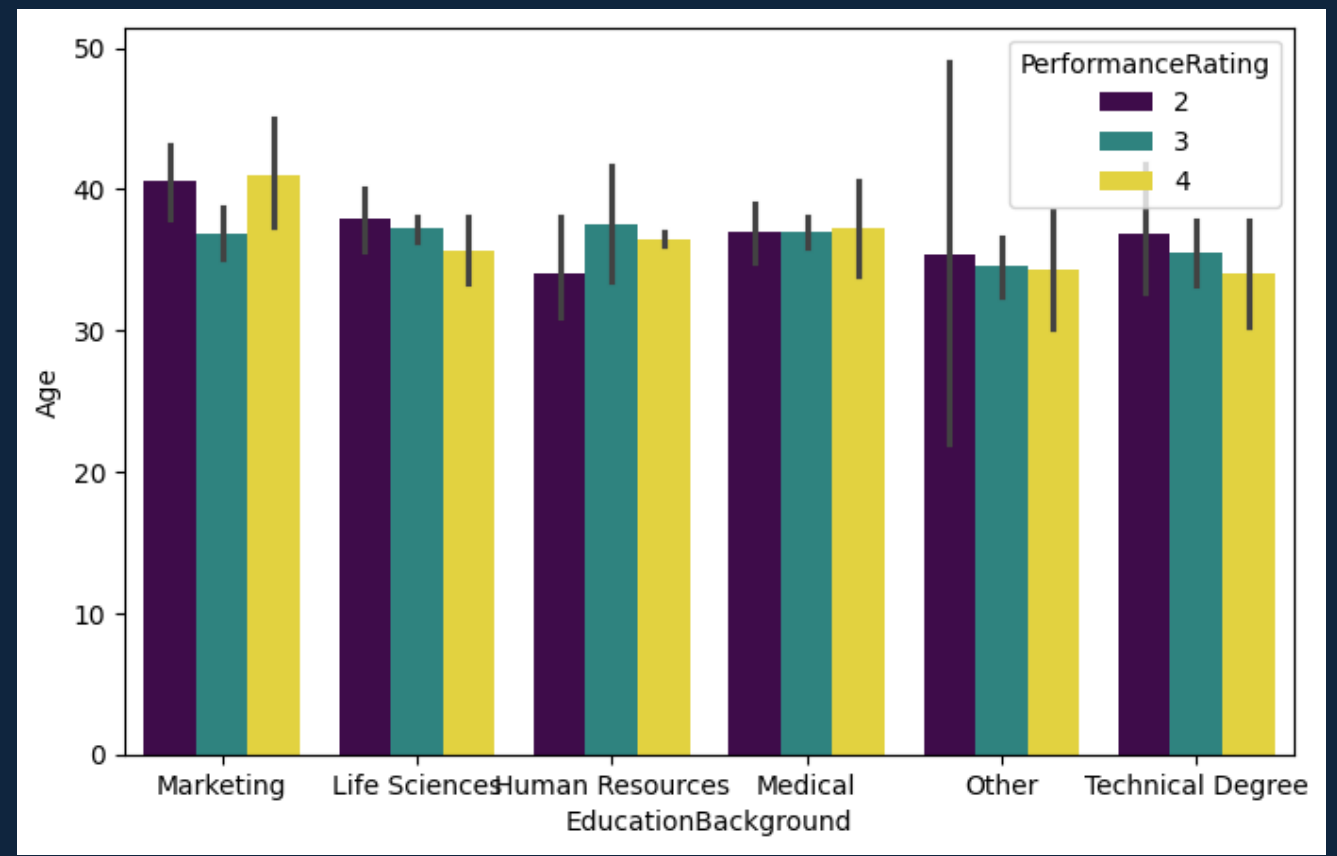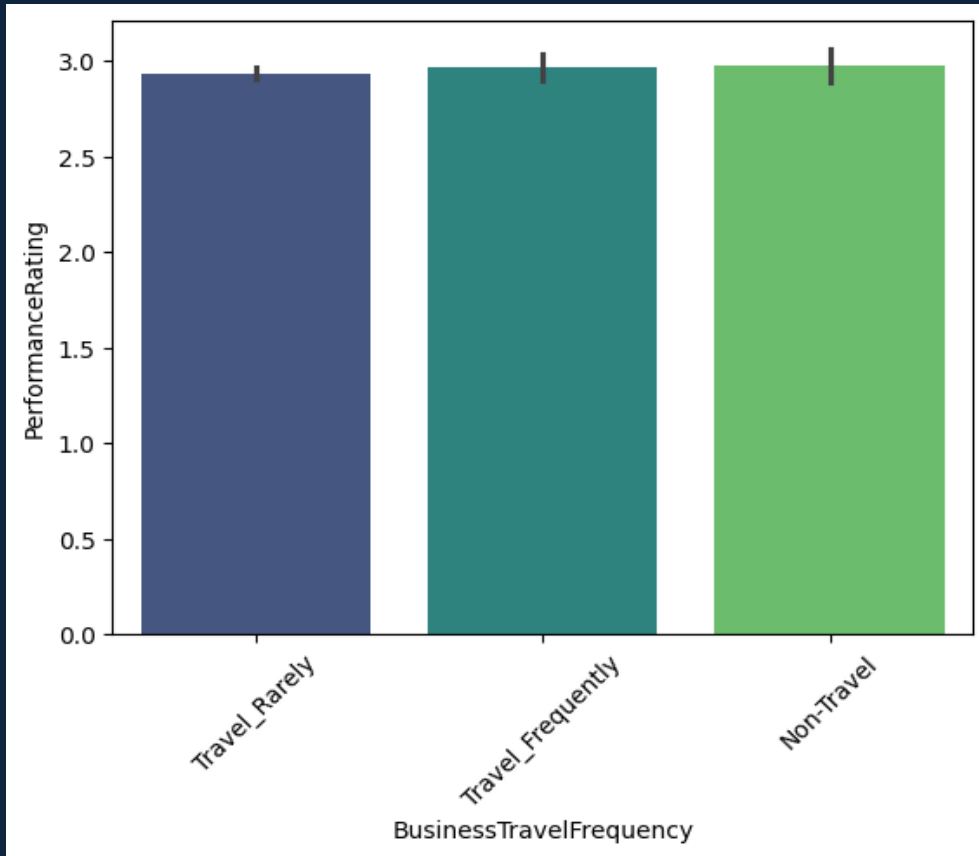

Department-wise Performance Ratings

Department Level Insights

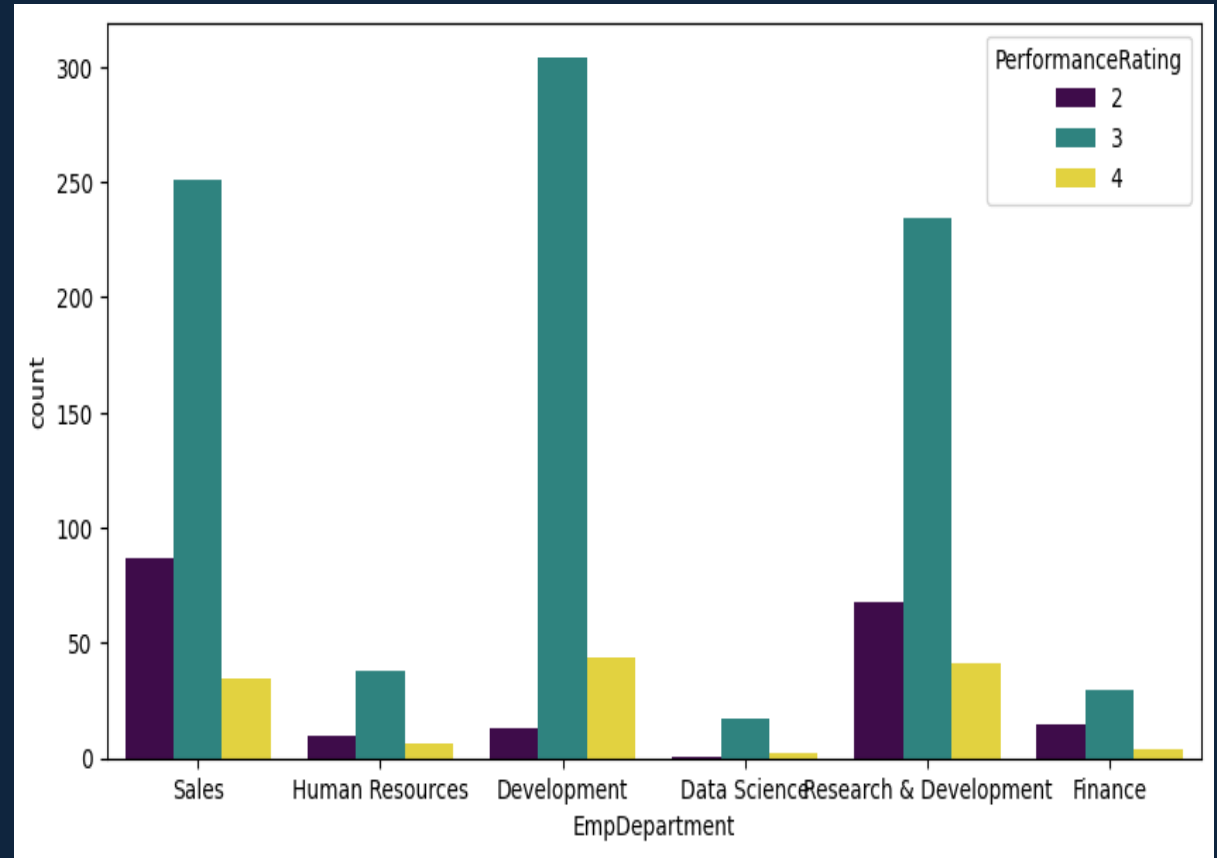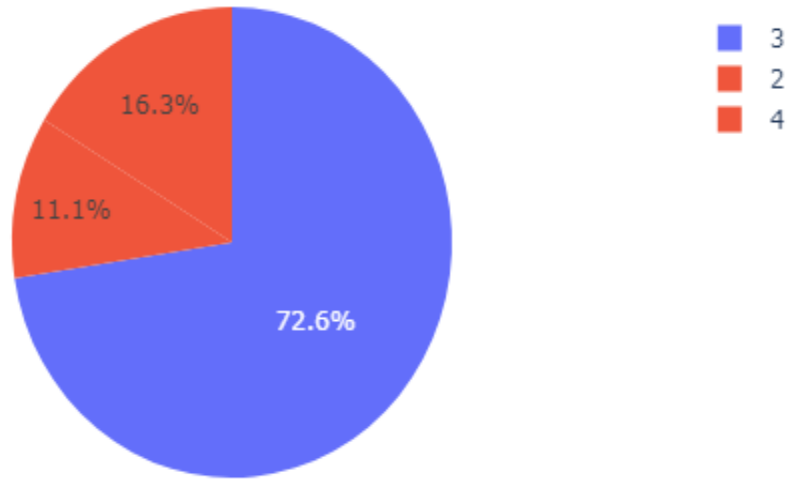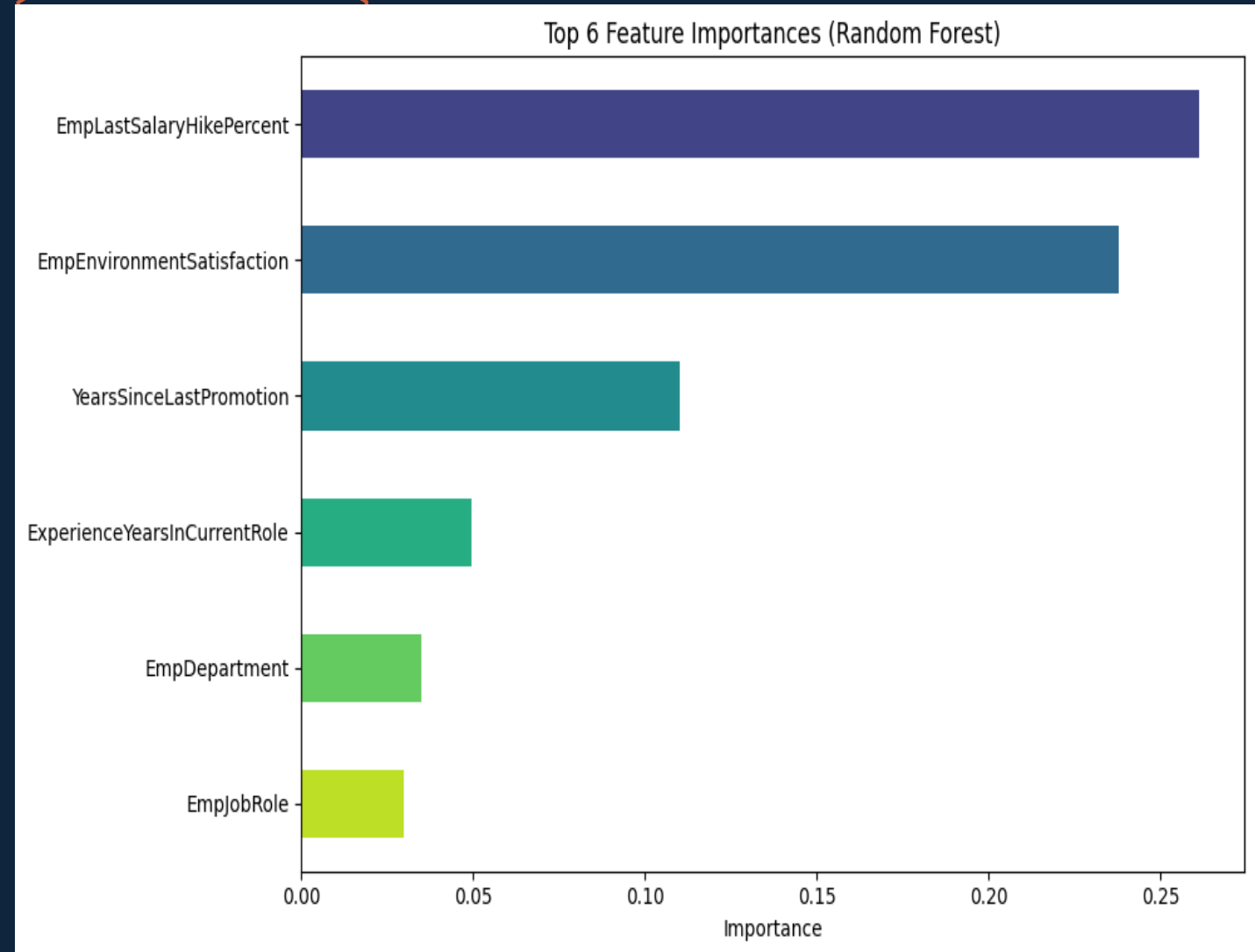# Department Level Insights

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Actionable Recommendations

- Improve Work Environment

- Offer Competitive Salary Hikes

- Promote Work-Life Balance

- Manager Rotation

- Timely Promotions

- Department-Specific Focus

- Support Female Employees

- Early Risk Identification

Top 6 Feature Importances (Random Forest)

HR Practical Use :

- Use the prediction scores (from 0 to 1) to help rank or sort employees or candidates.

- Set a score limit, like 0.6, to pick out those who are most likely to do well.

- Spot employees who might leave or underperform early, so support can be given to help keep them

THANK YOU

Presented By Satyabrata Brahmachry