**Employee Performance Analysis:**

**Objective:**

This project aims to analyze employee performance based on key factors such as experience, training, work hours, and performance ratings. The goal is to identify trends and provide data-driven recommendations to improve productivity**.**

**Data & Methodology**:

* **Data Collection**: Employee records including demographic details, job roles, KPIs, feedback scores, and performance ratings.
* **Techniques Used**:
  + Data preprocessing
    - * Conversion of categorical values
      * Pipeline creation
  + Exploratory Data Analysis (EDA)
  + Machine Learning models (SVM) to predict employee performance.
  + Visualization using Matplotlib and Seaborn.

**Key Findings**:

* Employee environmental satisfaction rate is one of the important factors affecting performance.
* Salary is the main factor affecting the performance
* The finance and sales department shows low performance comparing with others.
* A predictive model achieved 88% accuracy in identifying employee performance level.
* This model helps to find out more performing and less performing employees.

**Business Impact:**  
The insights help HR teams optimize training programs, improve employee satisfaction, and find out good performing employees.