Name	**SHANTANU KAUSHIK [ABADS BATCH 16]**
Email	shankshk@gmail.com
Phone	**9887779477**
Project Overview:	TechSphere Solutions is a mid-tier IT services provider specializing in software development, cloud solutions, and infrastructure management. With over 500 employees across multiple locations in India, the company emphasizes employee development and operational efficiency. The management at TechSphere Solutions seeks data-driven insights to optimize employee performance, project execution, and the impact of training programs.
Task	**Pivots and Dashboard**

Hours Worked	No of Employees
6	7
7	32
8	17
9	31
10	26
11	22
12	10
40	1
42	2
43	1
44	1
46	2
47	1
48	2
49	1
(blank)	
Grand Total	**156**

Employee Vs Hours Worked
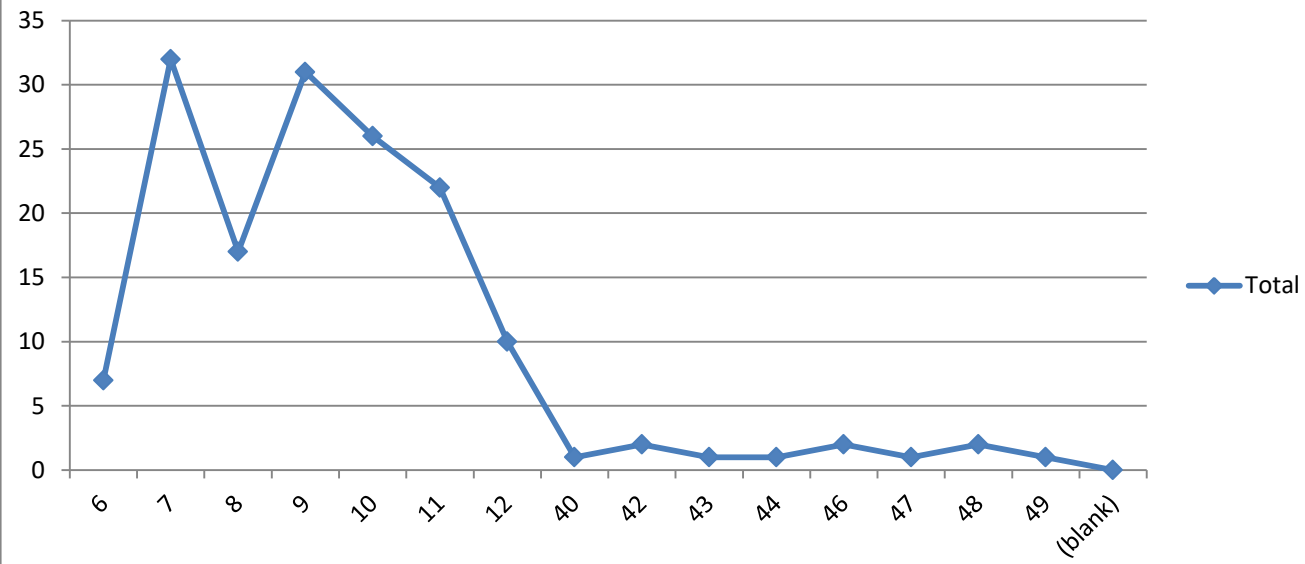
department_id	avg_feedback	avg_performance
DPT002	3.90	3.78
DPT003	3.88	4.18
DPT004	3.93	4.12
DPT001	3.98	3.92

Total Hours Dept Wise	Count of deviation
⊕ DPT001	41
6	9
7	12
8	2
9	7
10	11
⊕ DPT002	58
6	10
7	15
8	9
9	16
10	8
⊕ DPT003	53
6	7
7	17
8	10
9	8
10	11
⊕ DPT004	48
6	8
7	10
8	9
9	10
10	11
⊕ (blank)	
(blank)	
Grand Total	200
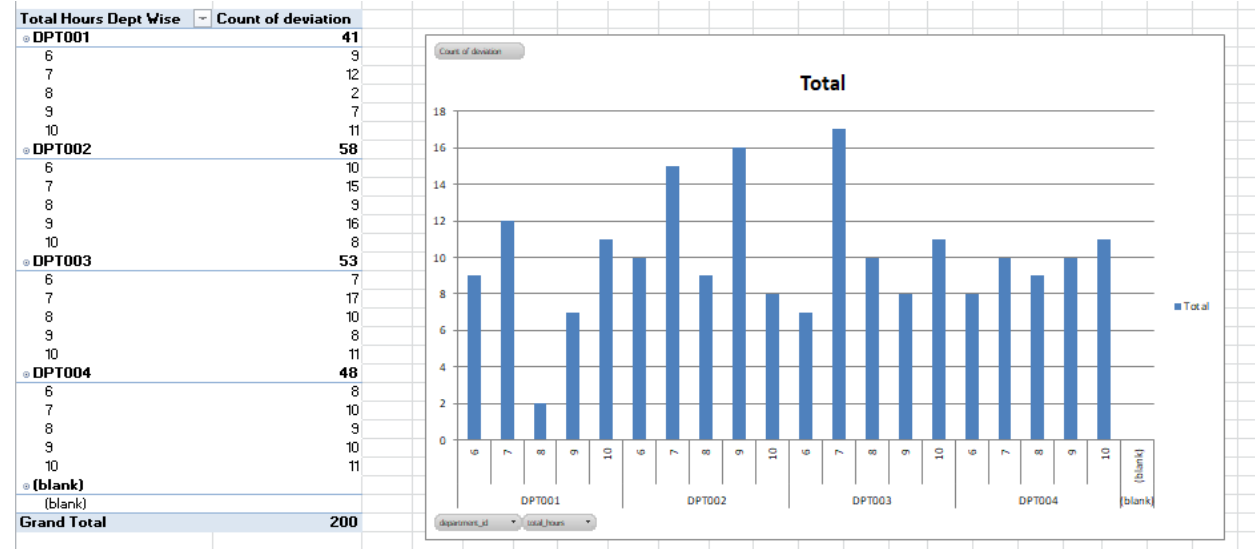
Project Submission Guidelines:

GitHub repository - https://github.com/Shantanuneo/gradedtechsphere.git