**Section A**

**Background & Provided Datasets**

**TechSolve Inc.** is a global technology company currently facing a decline in headcount. The goal of this case study is to investigate the reasons behind this decline and explore potential strategic actions.

To support the analysis, three key datasets have been provided:

1. **Employee Data**  
   Contains detailed information on current employees, including departments, roles, salaries, and other relevant attributes.
2. **Average Industry Compensation**  
   A benchmarking dataset showing standard compensation figures across various roles in the industry.
3. **Employee Rating Data**  
   Compiled performance review scores for employees, based on internal review cycles.

These datasets will allow us to assess whether the current workforce structure is aligned with industry norms and business performance, and identify areas for improvement or optimization.

**Section B**

**Company Financial Snapshot**

**Current Year Revenue:** ₹600,000,000

This figure serves as a key input for evaluating employee productivity, efficiency, and cost-effectiveness. For example, it may be used to calculate **revenue per employee**, compare salary spending to industry standards, or justify restructuring decisions.