REPORT 4:

Employee Performance and Development Analysis:

The KPI’s used in the dashboard are: the average performance rating ,average years since last promotion , average training session.

the average performance rating –3.15

average years since last promotion –2.19

average training session -2.8

DAX CODE IN THE DASHBOARD:

1.

Average performance rating = AVERAGE('WA\_Fn-UseC\_-HR-Employee-Attriti'[PerformanceRating])

2. Average Years Since Last Promotion = AVERAGE('WA\_Fn-UseC\_-HR-Employee-Attriti'[YearsSinceLastPromotion])

3. Average traing sessions = AVERAGE('WA\_Fn-UseC\_-HR-Employee-Attriti'[TrainingTimesLastYear])

**4.** performance rate1 =

COUNTROWS(

    FILTER(

        'WA\_Fn-UseC\_-HR-Employee-Attriti',  -- Replace 'YourTableName' with your actual table name

        'WA\_Fn-UseC\_-HR-Employee-Attriti'[PerformanceRating] = 1  -- Replace with the appropriate column and rating

    )

)

**5.** performance rate2 =

COUNTROWS(

    FILTER(

        'WA\_Fn-UseC\_-HR-Employee-Attriti',  -- Replace 'YourTableName' with your actual table name

        'WA\_Fn-UseC\_-HR-Employee-Attriti'[PerformanceRating] = 2 -- Replace with the appropriate column and rating

    )

)

**6.** performance rate3 =

COUNTROWS(

    FILTER(

        'WA\_Fn-UseC\_-HR-Employee-Attriti',  -- Replace 'YourTableName' with your actual table name

        'WA\_Fn-UseC\_-HR-Employee-Attriti'[PerformanceRating] = 3  -- Replace with the appropriate column and rating

    )

)

**7.** performance rate4 =

COUNTROWS(

    FILTER(

        'WA\_Fn-UseC\_-HR-Employee-Attriti',  -- Replace 'YourTableName' with your actual table name

        'WA\_Fn-UseC\_-HR-Employee-Attriti'[PerformanceRating] = 4 -- Replace with the appropriate column and rating

    )

)

We have used the slicers as attrition, gender and department.

1.the line chart shows the distribution of average performance rating by the job roles,

We can see that the average performance rating for the various jab roles as follows:

* The average performance rating is 3.2 for Manager.
* The average performance rating is 3.19 for Manufacturing director.
* The average performance rating is 3.17 for Research scientist.
* The average performance rating is 3.16 for Lab technician.
* The average performance rating is 3.15 for healthcare representative.
* The average performance rating is 3.14 for sales representative.
* The average performance rating is 3.13 for human resources.
* The average performance rating is 3.13 for sales executive.
* The average performance rating is 3.10 for research director.

2. from the table we can see that the distribution of the average training session and average performance rating by the job role and department.

* We can see that the sales representative has the maximum average training sessions which is 3.01 with the high-performance rating as 3.14 .
* The sales executive average training sessions which is 2.83 with the high-performance rating as 3.13 .
* The research scientist average training sessions which is 2.66 with the high-performance rating as 3.17 .
* The research director average training sessions which is 2.78 with the high-performance rating as 3.10 .
* The manufacturing director average training sessions which is 2.74 with the performance rating as 3.19.
* The lab technician average training sessions which is 2.95 with the high-performance rating as 3.16.
* The human resources average training sessions which is 2.56 with the high-performance rating as 3.13 .
* The healthcare representative average training sessions which is 2.75 with the high-performance rating as 3.15.

3. the pie chart shows the average years since promotion for different departments

* the average years since promotion for sales department is 2.35
* the average years since promotion for research and development department is 2.14
* the average years since promotion for human resources department is 1.78

4. from the column chart we can observe the performance rate by the education field

* we can see that that 24 employees from human resources have been given performance rating as 3 and 3 have rated it as 4
* we can see that that 510 employees from life sciences have been given performance rating as 3 and 96 have rated it as 4
* we can see that that 138 employees from marketing have been given performance rating as 3 and 21 have rated it as 4
* we can see that that 115 employees from technical degree have been given performance rating as 3 and 17 have rated it as 4
* we can see that that 68 employees from other degree have been given performance rating as 3 and 14 have rated it as 4

KEY INSIGHTS:

* we can see that average performance rating is highest for manager and lowest for research director.
* Maximum employees from the human resources field have the performance rating as 3 and maximum people from the other fields have the performance rating as 4.
* From the table we can see that the maximum training session from the sales representative and also has a high-performance rating. And the lowest is for manager.
* we can see that the sales department has highest average years since last promoted and human resources has the lowest.

MEASURES:

* Review and revamp training programs to ensure they are relevant, engaging, and aligned with job requirements.
* Implement feedback mechanisms to continuously improve training sessions based on participant input and performance outcomes.
* Develop clear, transparent promotion criteria that emphasize both performance metrics and readiness for increased responsibilities.
* Implement career development plans that include skills training and cross-functional exposure to prepare employees for promotion.
* Promote a learning culture by encouraging employees to pursue professional development opportunities, such as certifications, workshops, and online courses.
* Establish platforms for knowledge sharing and collaboration across departments to facilitate continuous learning.