HR Data Summary and Recommendations

✅ **Dataset Overview:**

- **Total Employees:** 183

- **Departments:** Website, Procurement, HR, Finance, Sales

- **Genders:** Male (92), Female (85), Other (6)

- **Average Age:** ~30.4 years

- **Salary Range:** ₹33,920 to ₹1,19,110

- **Average Salary:** ₹77,174

- **Join Dates Range:** May 2020 to April 2023

⭐ **Performance Ratings:**

- **Average:** 137 employees

- **Above Average:** 20

- **Poor:** 16

- **Very Poor:** 6

- **Exceptional:** 4

✅ **Recommendations Based on Data:**

1. **Training Needs:**

   - Focus on improving the performance of employees marked as **Poor** and **Very Poor** (~12% of total staff).

   - Leverage top performers (**Exceptional**) to mentor others.

2. **Gender Diversity:**

   ○ Gender distribution is relatively balanced, but only **6 individuals** identify as **Other**. Encourage inclusivity initiatives.

3. **Departmental Focus:**

   ○ **Procurement** seems to have the highest number of employees (55). Analyze its workload and structure further.

4. **Retention Strategy:**

   ○ Employees with lower performance may also be linked to lower salaries or lack of growth. Investigate trends between tenure, salary, and rating.

5. **Salary Optimization:**

   ○ The salary distribution shows potential gaps. Consider evaluating compensation fairness using benchmarking.