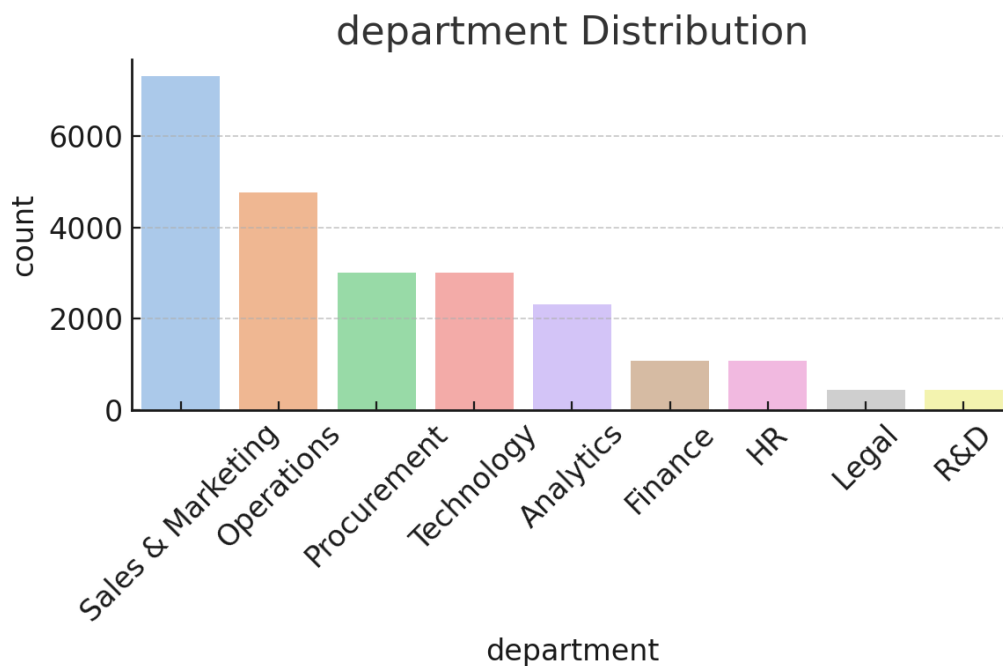


Employee Performance Analysis – Bar Chart Insights

Introduction

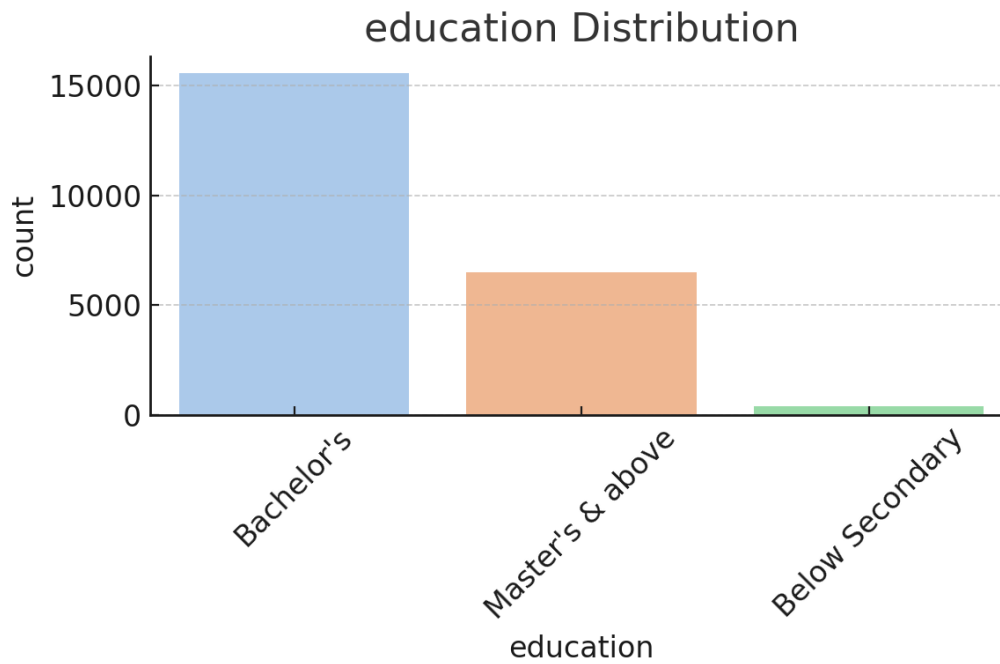
This document summarizes key trends from employee data using bar charts. It helps identify patterns in department size, education level, gender distribution, training, and performance KPIs relevant to promotion readiness.

department Distribution



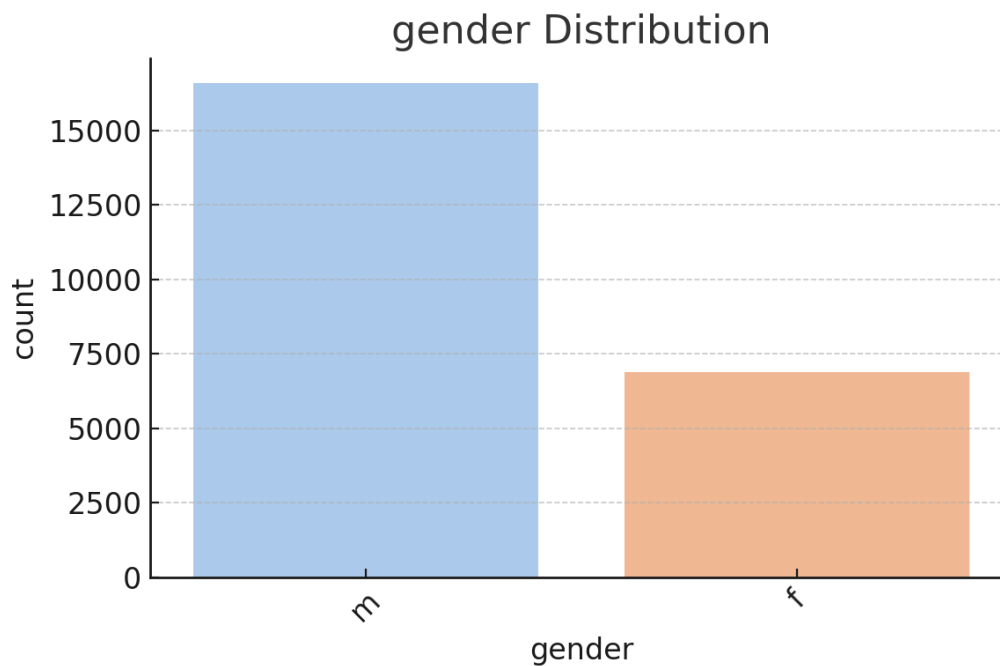
- - Sales & Marketing has the highest employee count.
- - Technology and R&D departments are relatively smaller.
- - This imbalance could impact promotion focus.

education Distribution



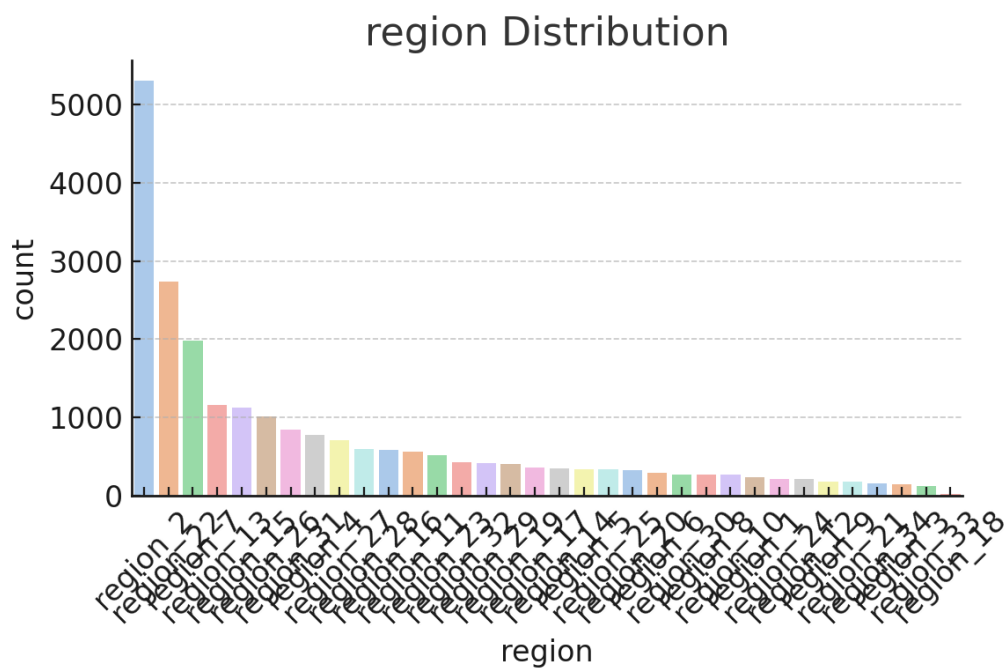
- - Most employees are Graduates.
- - Very few have Master's or higher degrees.
- - Education level might influence performance expectations.

gender Distribution



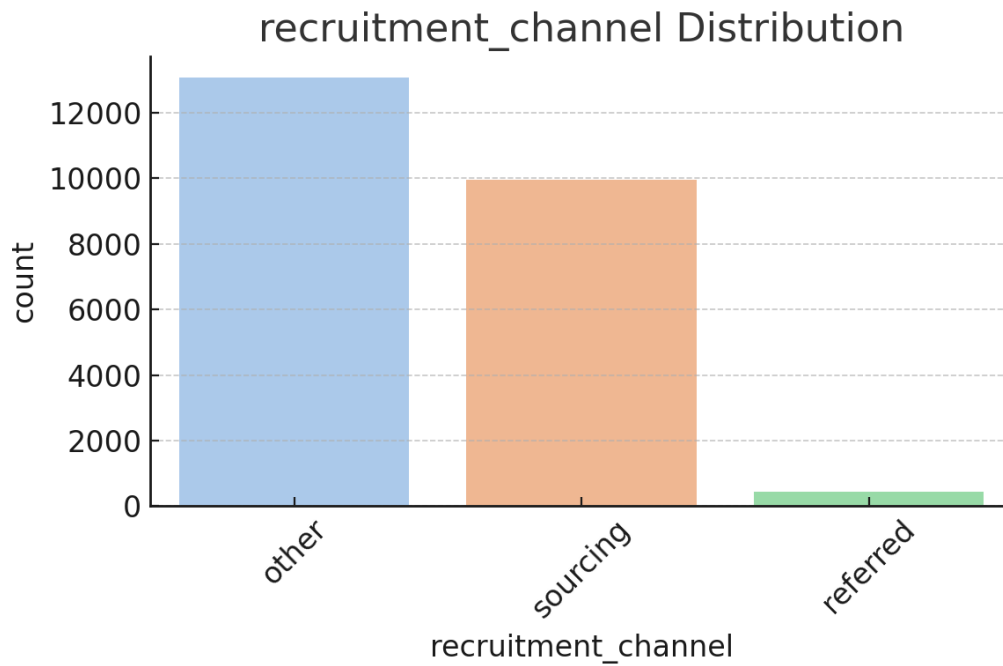
- - Male employees dominate the workforce.
- - Gender ratio could be considered in fairness analysis.
- - Promotion trends may vary across genders.

region Distribution



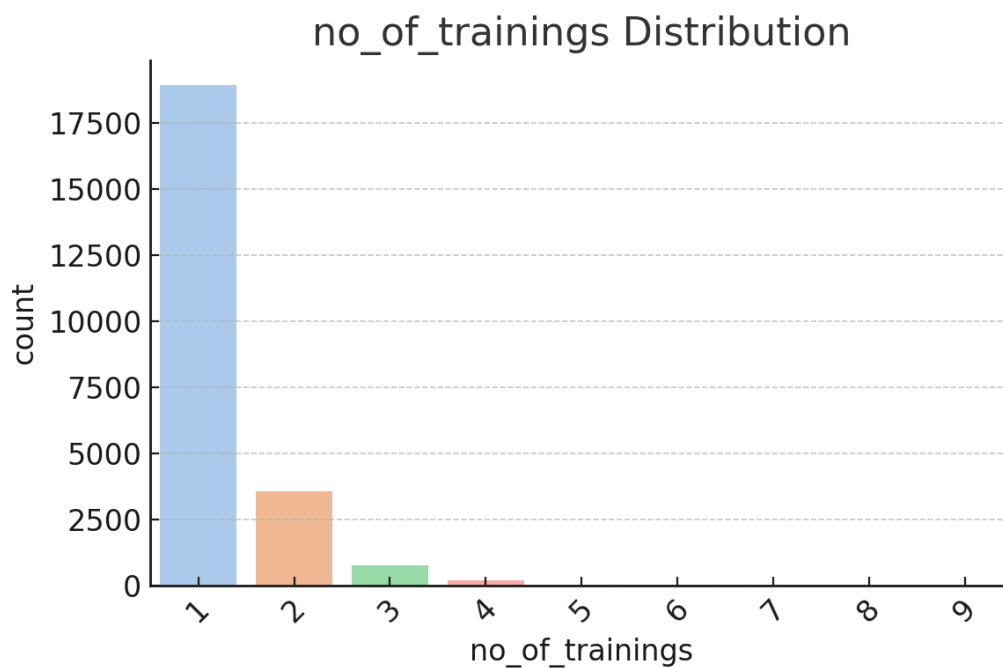
- - Employees are distributed unevenly across regions.
- - Region 2 and 3 have the highest concentration.
- - Regional skew may influence resource allocation.

recruitment_channel Distribution



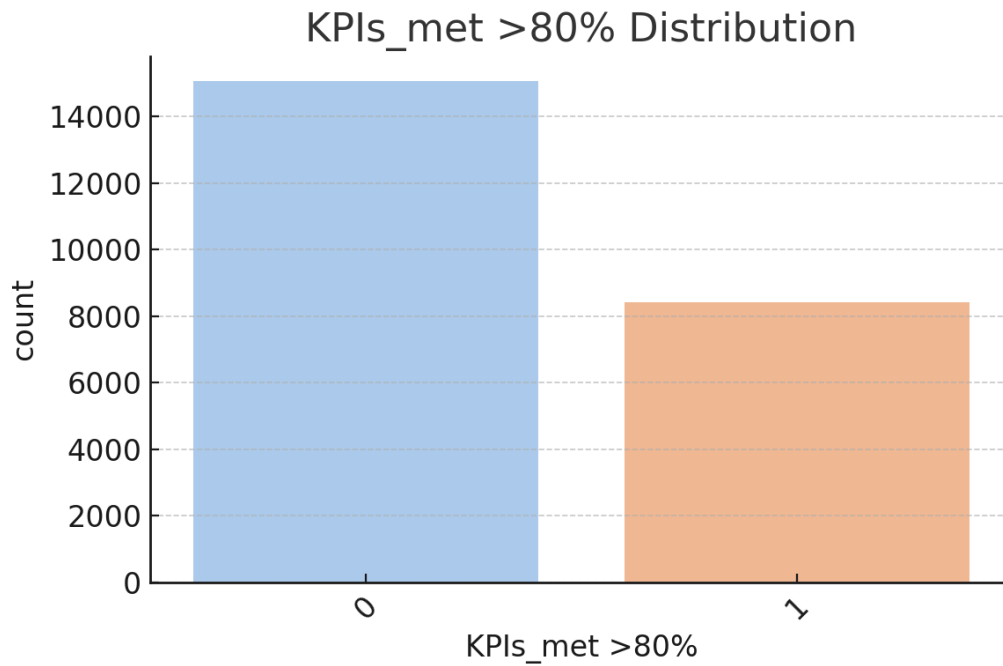
- - Most hires came from sourcing and referral.
- - Walk-ins are the least common channel.
- - Sourcing channel may influence performance readiness.

no_of_trainings Distribution



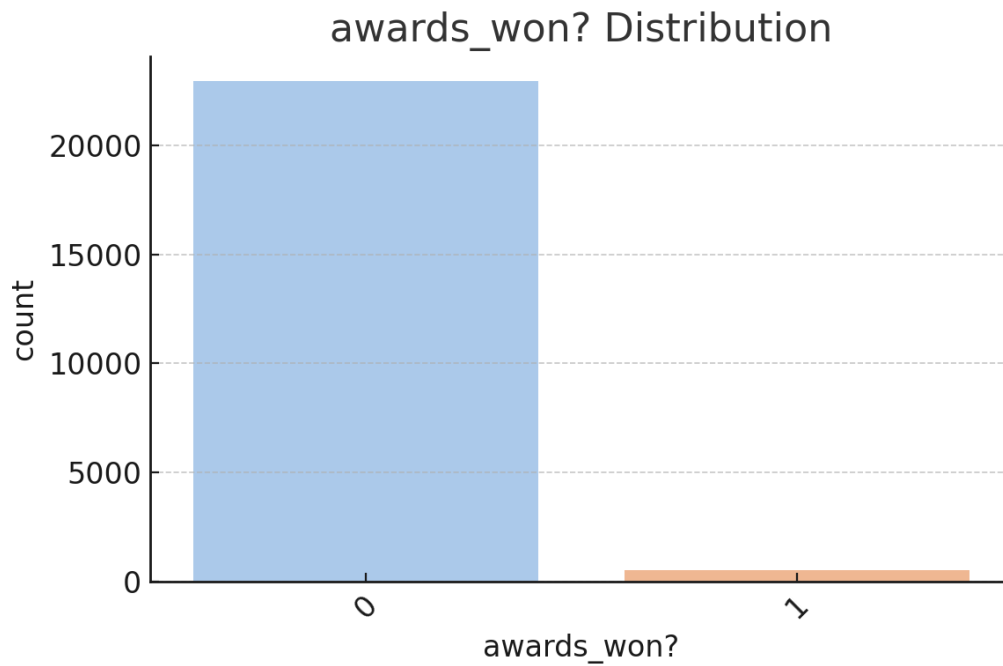
- - Most employees take 1-2 trainings.
- - Very few take more than 4 trainings.
- - More trainings don't necessarily mean better performance.

KPIs_met >80% Distribution



- - Roughly balanced distribution of KPI success.
- - Slight skew toward employees who meet KPIs.
- - KPI is a strong indicator for promotion.

awards_won? Distribution



- - Only a small percentage of employees win awards.
- - Award winners often have high KPI scores.
- - Could be a signal for performance excellence.

• Conclusion

- KPI success and awards are early indicators of promotion eligibility.
- Sales & Marketing dominates the employee count, possibly skewing promotion distribution.
- Gender imbalance and education level variation may influence performance outcomes.
- Recruitment source and training count reveal readiness but not necessarily performance.