Employee Performance and Productivity Analysis Report

Project Objective:

The goal of this project is to analyze employee performance and productivity within the organization by examining factors like demographics, compensation, workload, and job satisfaction. These insights will inform decisions on resource allocation, performance improvement, and employee retention strategies.

I) Workforce Demographics and Distribution

1. What is the distribution of employees across departments?
2. What is the age distribution of employees?
3. Does education level affect performance?

Workforce Demographics and Distribution

II) Performance and Productivity

1. How does the average performance score vary by department?
2. Is there a connection between the number of work hours per week and performance scores?
3. How do training hours affect performance scores?

Performance and Productivity

III) Compensation, Benefits, and Satisfaction

1. What is the average salary across different departments?
2. How does employee satisfaction vary by department?
3. Which departments have the highest and lowest resignation rates?

Compensation, Benefits, and Satisfaction

IV) Workload and Overtime

1. Which departments have the highest average overtime hours?
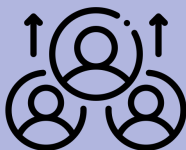2. What is the average number of projects handled per employee in each department?

Workload and Overtime
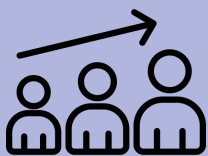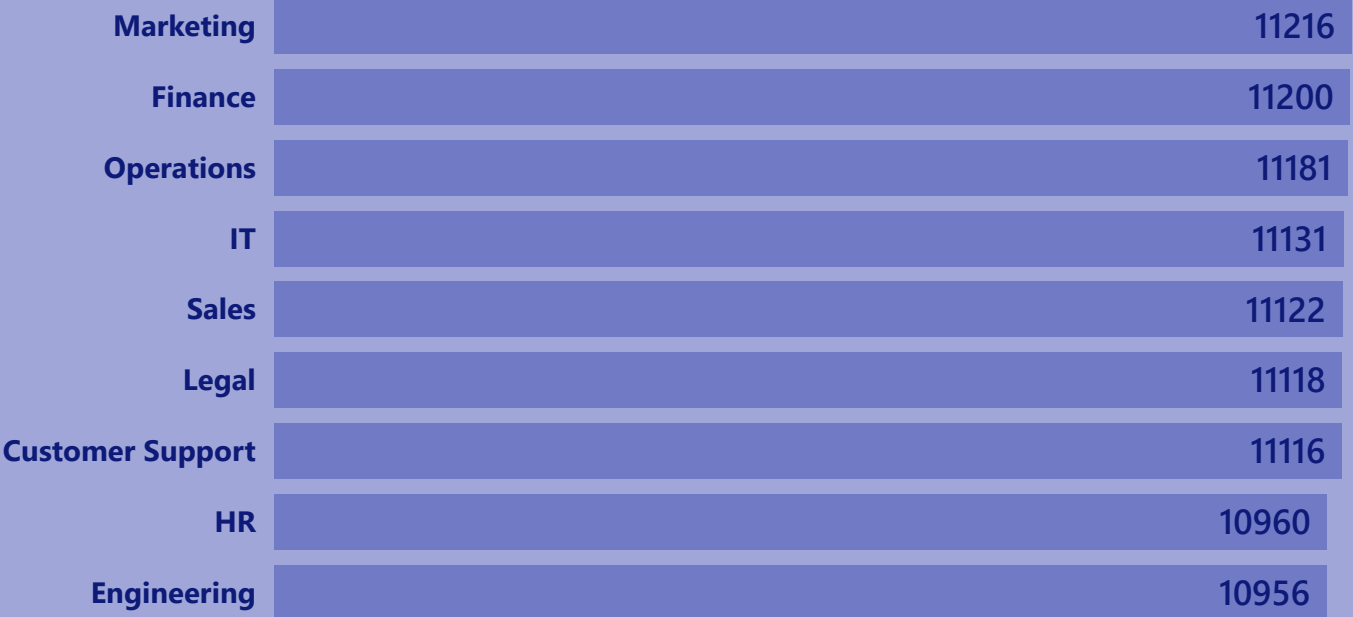
Workforce Demographics and Distribution

Home

- Performance and Productivity
- Compensation, Benefits, and Satisfaction
- Workload and Overtime

Total Employees
100K

Average Age of Employees
41

Distribution Of Employees Across Different Departments

Department	Count
Marketing	11216
Finance	11200
Operations	11181
IT	11131
Sales	11122
Legal	11118
Customer Support	11116
HR	10960
Engineering	10956

Relationship between education level and performance score

Education	Score
Master	3.02
High School	3.00
PhD	2.99
Bachelor	2.99

Distribution Of Employees By Age Group

Age Group	Count
50-59	25798
40-49	25710
30-39	25465
Under 30	20492
60 and above	2535
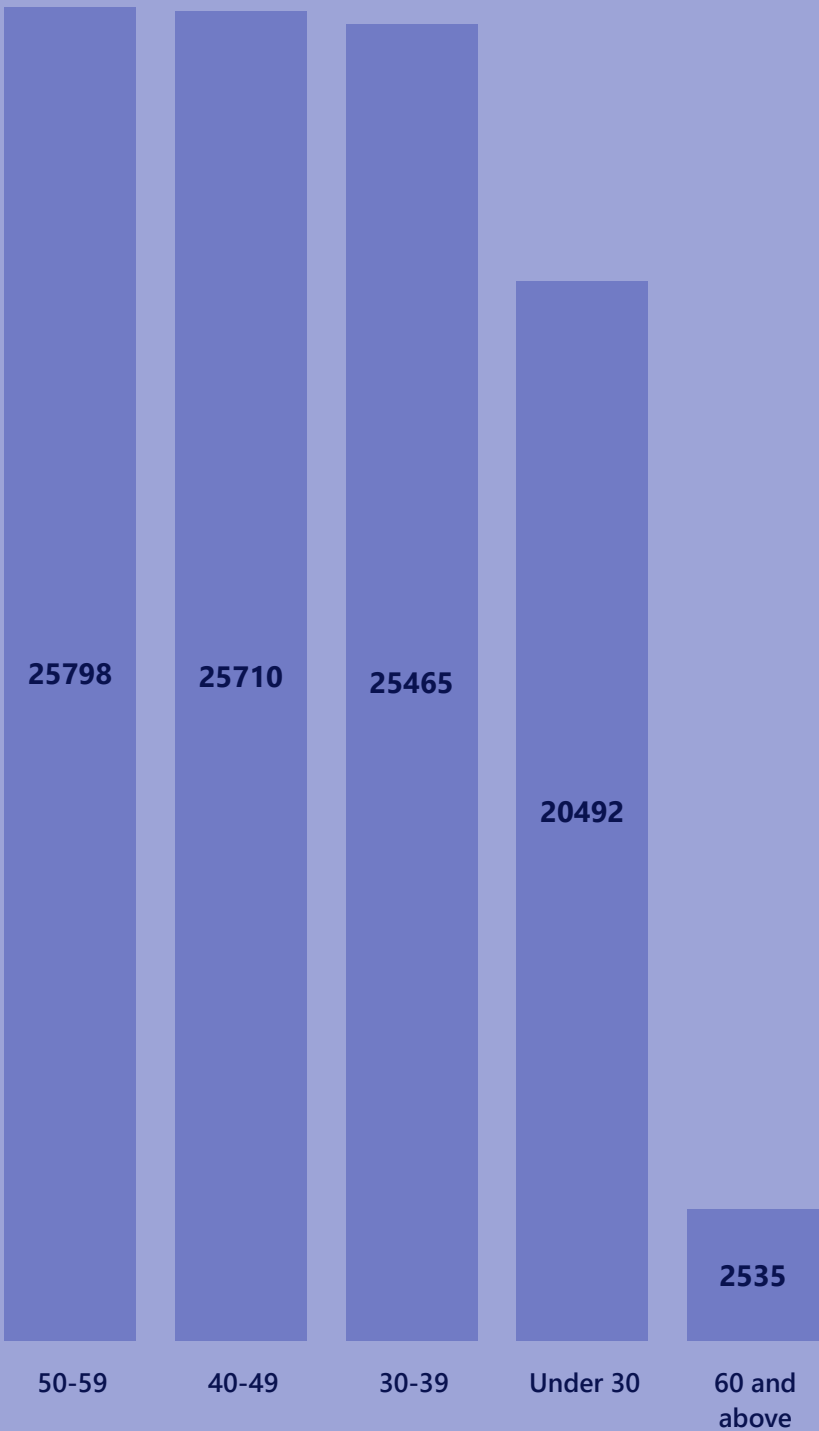
Filters

Department
All

Education_Level
- ☐ Bachelor
- ☐ High School
- ☐ Master
- ☐ PhD

Performance and Productivity

Average Performance Score

Average Training Hours

50

Average Work Hours

45

3.00

0.00   5.99

Average performance score by department

Department	Score
Engineering	3.02
Operations	3.01
IT	3.00
HR	3.00
Customer Support	3.00
Sales	2.99
Legal	2.98
Finance	2.98
Marketing	2.98
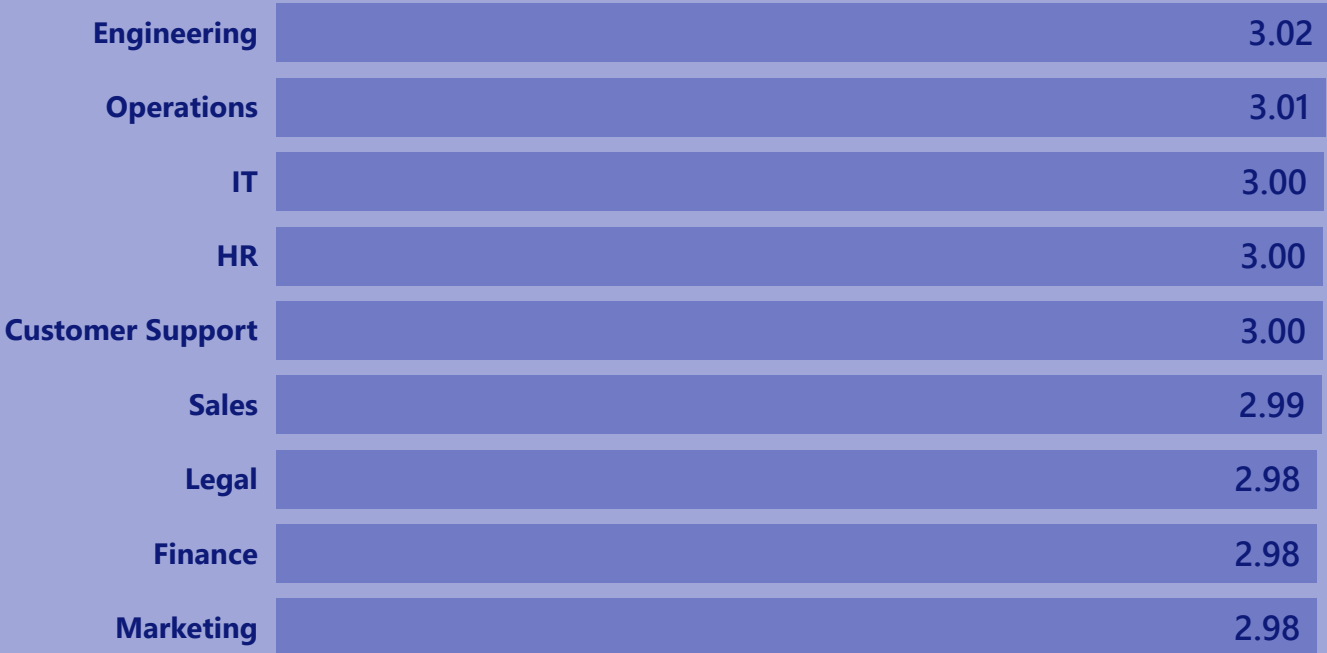
Impact of training hours on performance scores

10-20 hours	40+ hours	30-40 hours	0-10 hours	20-30 hours
3.00	3.00	3.00	2.99	2.98
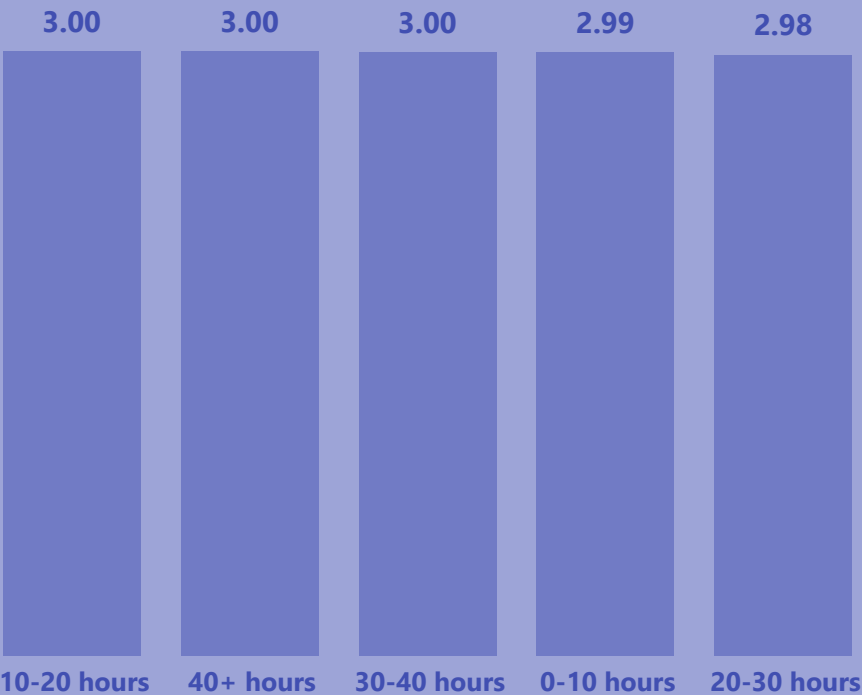
Filters

Department

All

Training_Hours

0   99

Work_Hours_Range

☐ 30-40 hours
☐ 40-50 hours
☐ 50-60 hours
☐ Other

Relationship between work hours per week and performance score

Work Hours Range	Score
40-50 hours	3.00
30-40 hours	3.00
50-60 hours	2.99
Other	2.94

Compensation, Benefits, and Satisfaction

Average Employee Satisfaction Score

2.99

0.00   5.99

Total Resigned Employees

10K

Avg Monthly Salary

$6,397

Home

Workforce Demographics and Distribution

Performance and Productivity

Workload and Overtime

Resignation Rates by Department

100%

Department	Value
Finance	1180
Legal	1136
HR	1125
Marketing	1125
Operations	1121
Sales	1104
Customer Support	1098
IT	1064
Engineering	1057

89.6%

Filters

Department ⌄

| All | ⌄ |
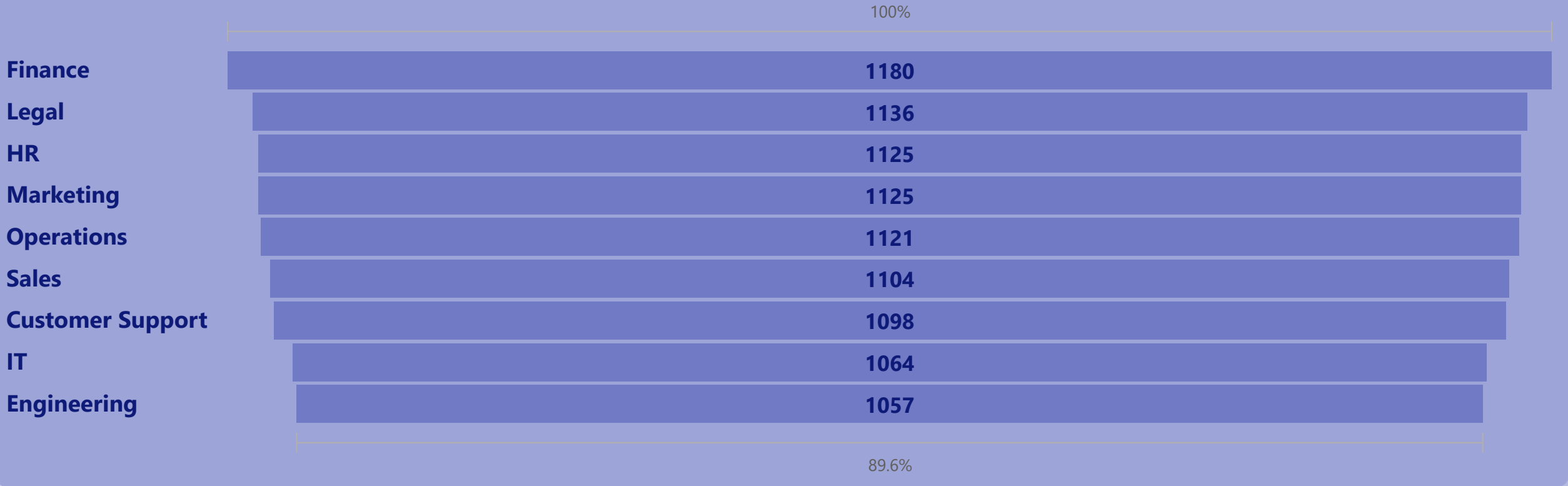
Average employee satisfaction score by department

Department	Score
Marketing	3.05
Legal	3.02
HR	3.02
Engineering	3.01
Operations	2.99
IT	2.98
Customer Support	2.97
Finance	2.96
Sales	2.94

Average Monthly Salary by Department

Department	Salary
Sales	$6,470
Finance	$6,450
IT	$6,427
HR	$6,392
Legal	$6,382
Operations	$6,381
Engineering	$6,359
Marketing	$6,356
Customer Support	$6,353

Workload and Overtime

Total Projects Handled

2443K

Average Overtime Hours

15

0   29
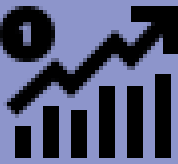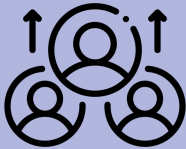
Average overtime hours worked per employee by department

Department	Hours
IT	15
Engineering	15
HR	15
Legal	15
Operations	15
Sales	15
Marketing	14
Customer Support	14
Finance	14

Average number of projects handled per employee

Department	Projects
Sales	25
Marketing	25
IT	25
Customer Support	24
Engineering	24
Finance	24
Operations	24
Legal	24
HR	24

Filters

Department

All