INX Future Inc

INX Future Inc , (referred as INX) , is one of the leading data analytics and automation solutions provider with over 15 years of global business presence. INX is consistently rated as top 20 best employers past 5 years. INX human resource policies are considered as employee friendly and widely perceived as best practices in the industry.

Recent years, the employee performance indexes are not healthy and this is becoming a growing concerns among the top management. There has been increased escalations on service delivery and client satisfaction levels came down by 8 percentage points.

CEO, Mr. Brain, knows the issues but concerned to take any actions in penalizing non-performing employees as this would affect the employee morale of all the employees in general and may further reduce the performance. Also, the market perception best employer and thereby attracting best talents to join the company.

Problem Statement:

Mr. Brain decided to initiate a data science project , which analyses the current employee data and find the core underlying causes of this performance issues. Mr. Brain, being a data scientist himself, expects the findings of this project will help him to take right course of actions. He also expects a clear indicators of non performing employees, so that any penalization of non-performing employee, if required, may not significantly affect other employee morals.
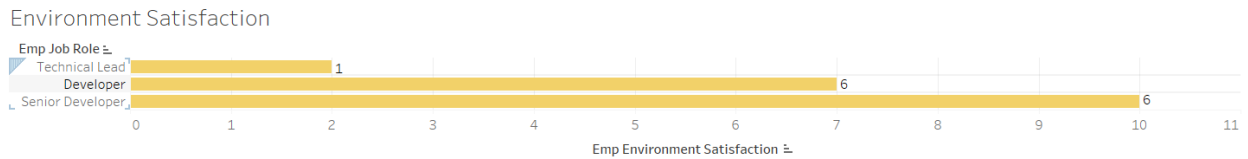
Assumption:

The performance rating is between 1 to 5 and I am taking the low performance rating from 1 to 2.

Data Visualization

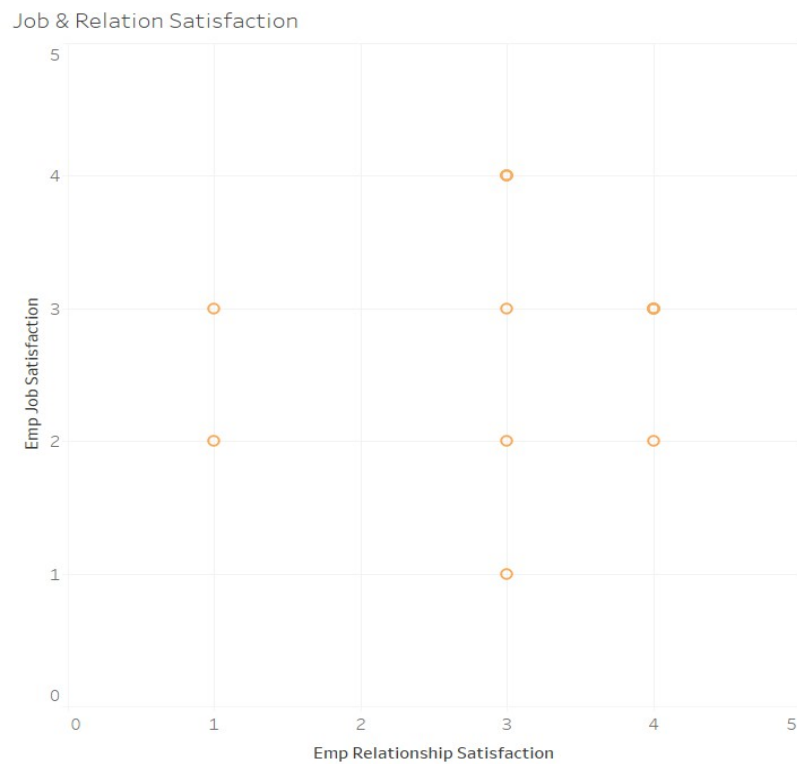## Development Department

Environment Satisfaction

Technical Lead Team 1 employee, Developer 6 employee and Senior Developer 6 employee having very low environment satisfaction. The job satisfaction by Technical lead and Developer is not good.
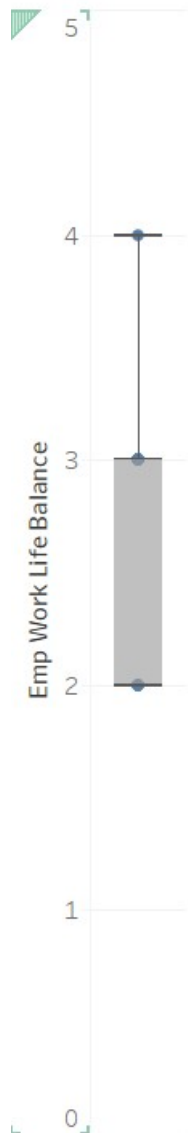
Job and Realtion Satisfaction of Employee

As the given graph it's mention that no good employee job and relationship satisfaction. This is also main reason from low performance.
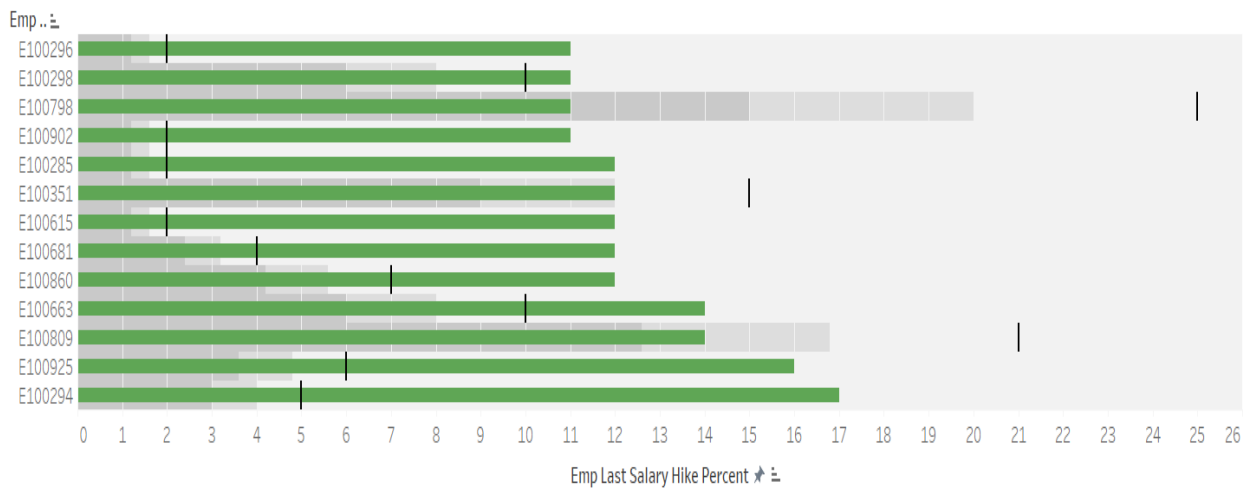
Work Balance

Work Balance

Here, We can clearly see that the low performing employee are having average work performance.

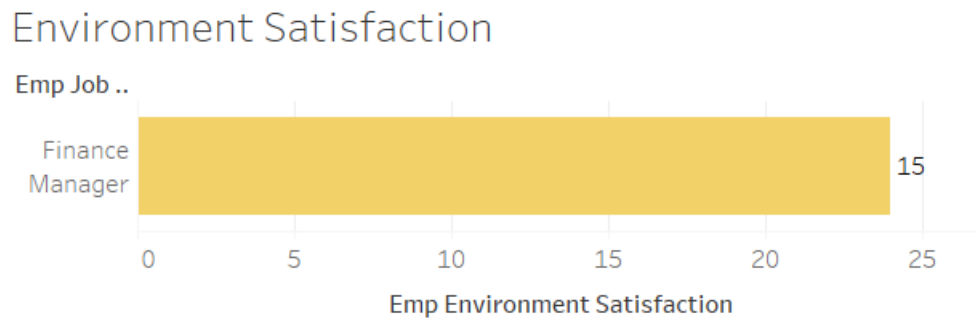**Experience and Salary Hike**

Experience & Salary Hike

As per the above graph, the salary hike is similar for almost all the employee those who are also not nonperforming well.
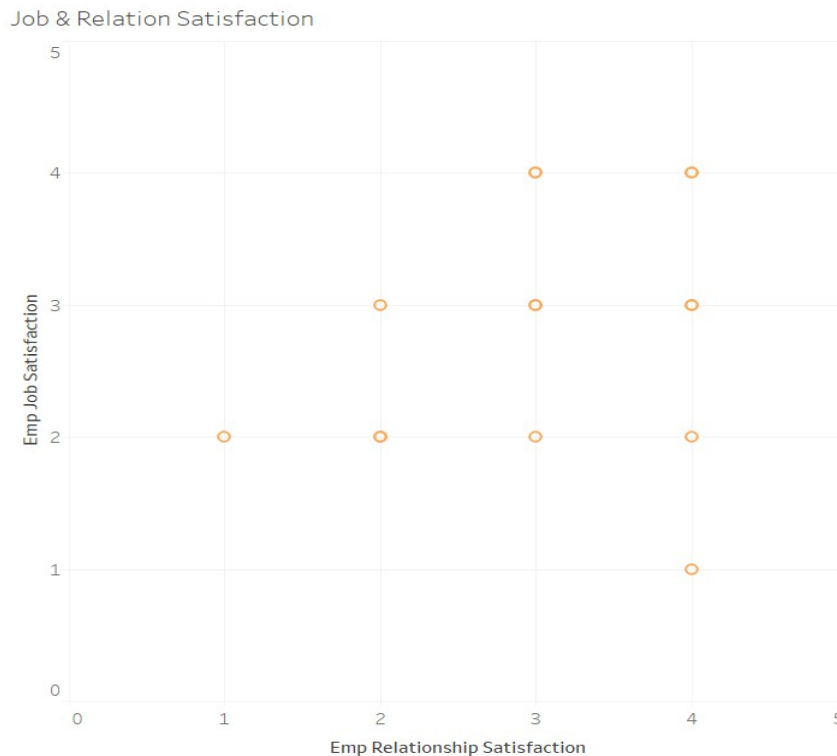
Finance Department

The under performance of Finance Department are 15 out of 49.

Environment Satisfaction

The environment satisfaction by 15 employee is 23 which is veryless than the mean of 49 employee.

Job and Relation Satisfaction of Employee

By looking above graph, The Relationship satisfaction is very good with Manager but the job Satisfaction is not up to the mark.
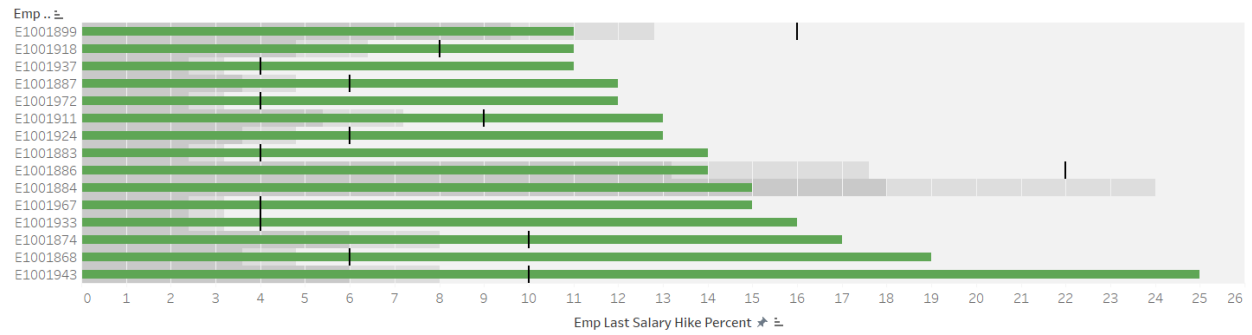
Work Balance

Work Balance

From the above box plot. The maximum number of employee having the work life balance is between 2 to 3 which is very bad for the employee.

Experience and Salary Hike

Experience & Salary Hike

Emp ..

Emp ID	
E1001899	
E1001918	
E1001937	
E1001887	
E1001972	
E1001911	
E1001924	
E1001883	
E1001886	
E1001884	
E1001967	
E1001933	
E1001874	
E1001868	
E1001943	

Emp Last Salary Hike Percent

The salary hike of all the employee are similar but for some of them with more number of experience also having similar salary increment.

Human Resource Department

There are 10 employee under performing out of 54 total employee in HR Departement.

Environment Satisfaction

Environment Satisfaction

Emp .. ⊑

Manager | 1

Human Resources | 9

0   2   4   6   8   10   12   14   16

Emp Environment Satisfaction ⊑
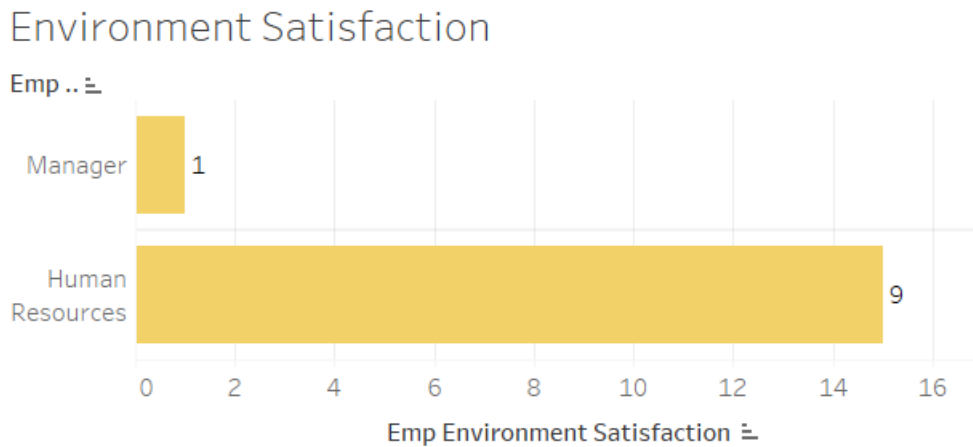
The Environment Satisfaction of the company is very bad as looking the data of under performing employee. Both Manager and Human Resources job roles are not satisfied with Environment of workplace.
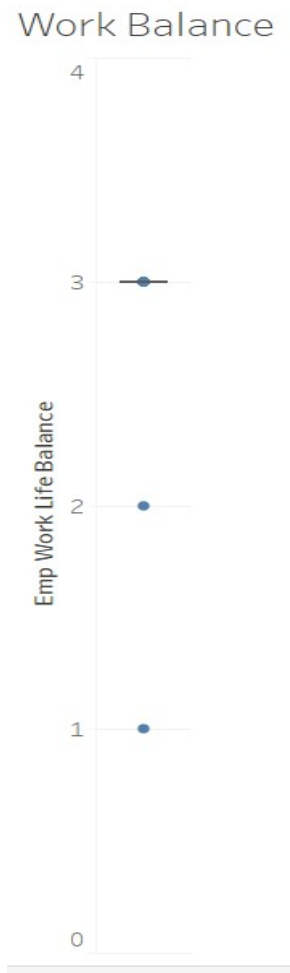
Job and Relation Satisfaction of Employee

Job & Relation Satisfaction

Emp Job Satisfaction

Emp Relationship Satisfaction
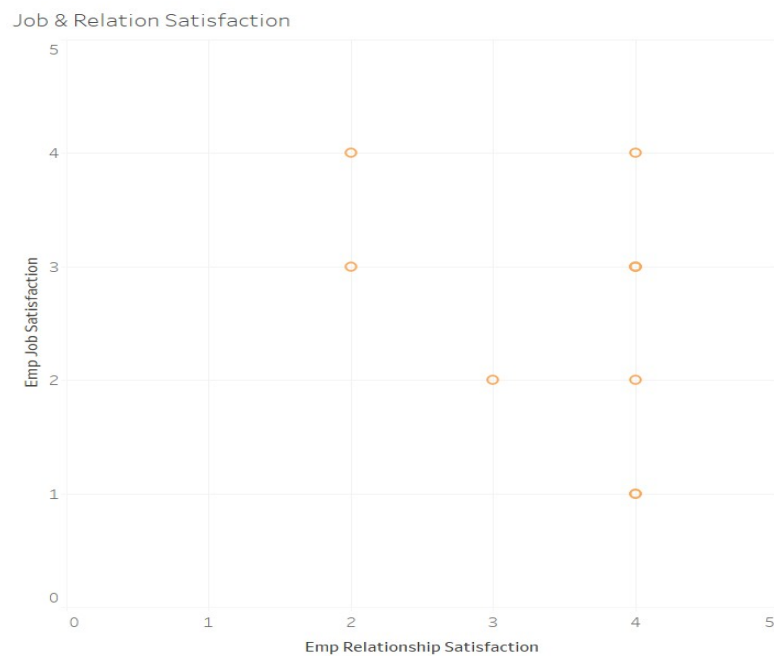
The job and relation satisfaction of employee in HR department is little bit good as compare to other department of under performing employee.
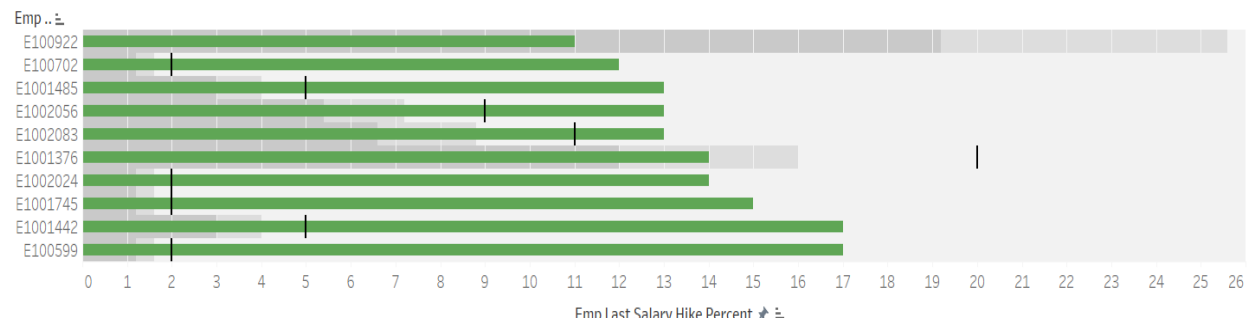
Work Balance

Here, The work life balance of the employee is also very good then other department only 2 employee work life balance is not upto the mark.

Experience and Salary Hike
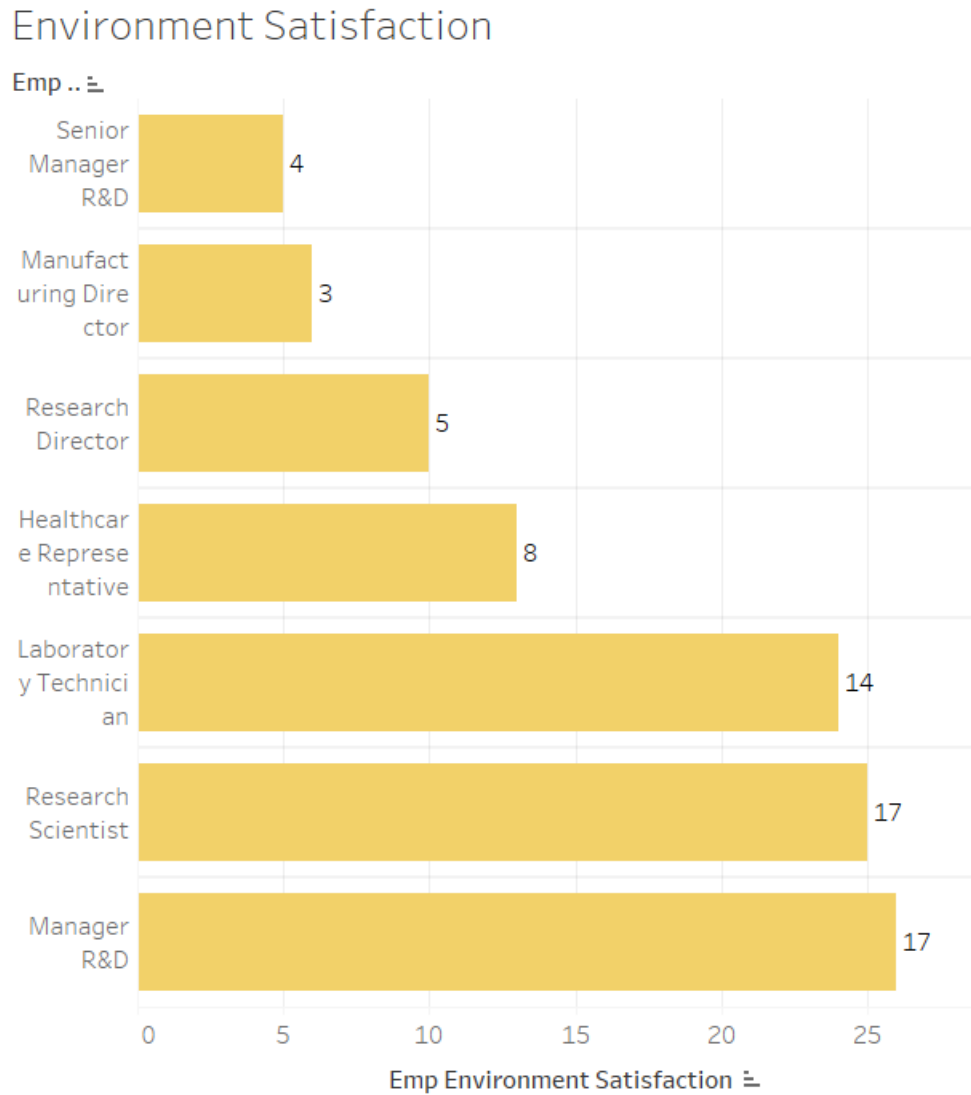
Experience & Salary Hike

The Salary hike of the employee are same like before 11 to 25% increment of salary of the employee which doesn't consider the job experience as the factor.

Research and Development Department

There are 68 employee are under performing out of 343 employee under Research and Development Department.

Environment Satisfaction

Environment Satisfaction

Emp ..

Employee Role	Value
Senior Manager R&D	4
Manufacturing Director	3
Research Director	5
Healthcare Representative	8
Laboratory Technician	14
Research Scientist	17
Manager R&D	17

Emp Environment Satisfaction

The environment satisfaction in Senior Manager R&D is very less. The Job Satisfaction of Research Scientist and other all Job role is very bad.

Job and Relation Satisfaction of Employee

Job & Relation Satisfaction
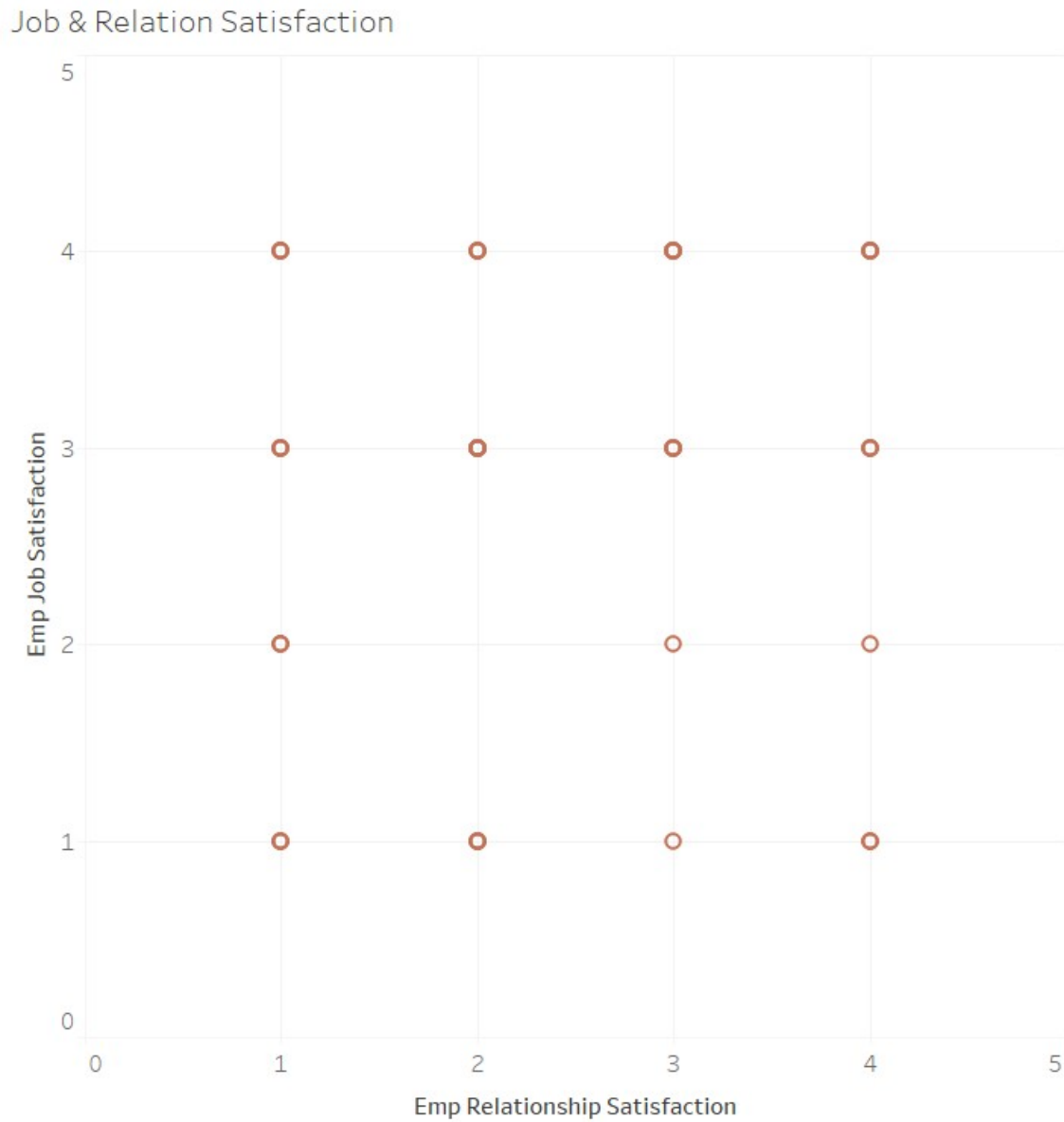
Job and Relationship satisfaction is also very bad as per above graph. Some of the employee are Relationship satisfaction and job satisfaction are very low that's means they have to improve the relationship between Relationship and Job Satisfaction.
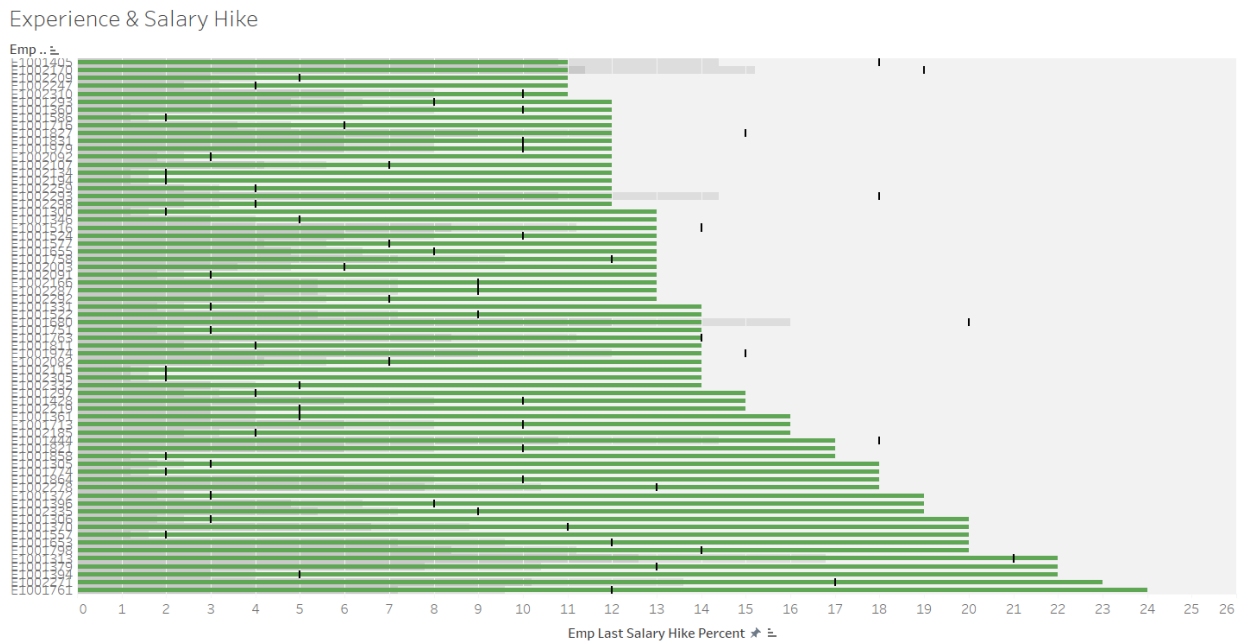
Work Balance

Work Balance

Again the work life balance of employee are very bad it's average is between 2 to 3 for under performing employee.
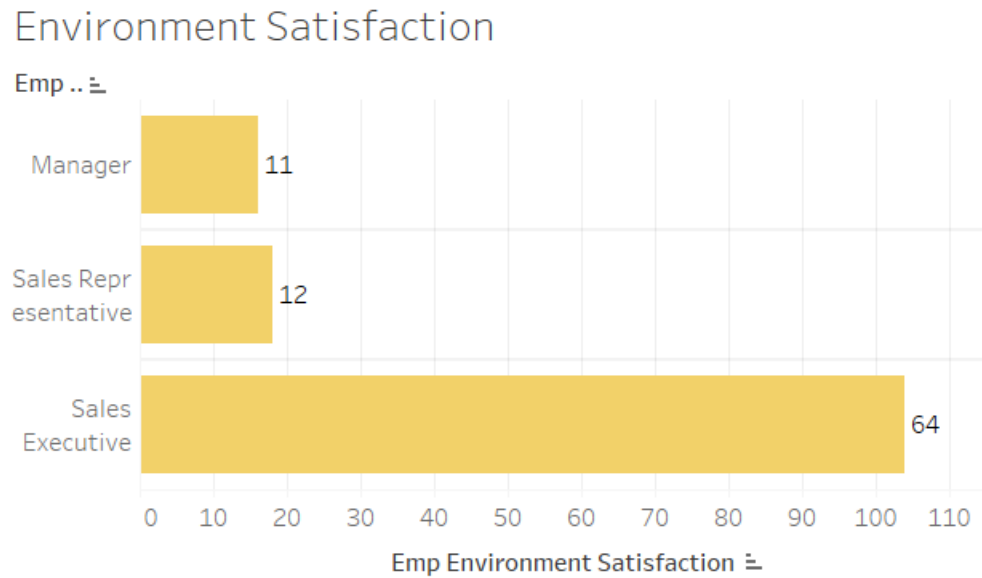
Experience and Salary Hike

The Salary hike of the employee are same like before 11 to 25% increment of salary of the employee which doesn't consider the job experience as the factor.

Sales Department

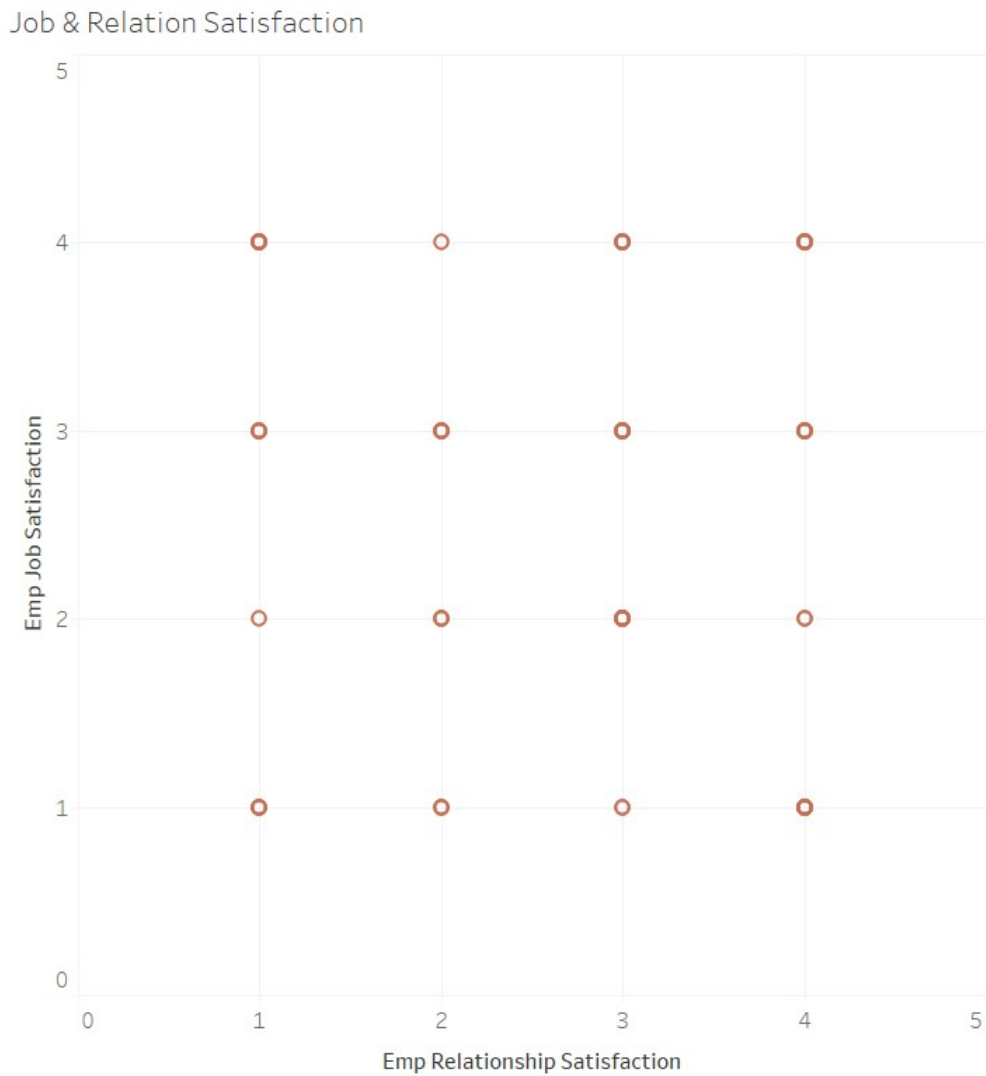There are total 87 employee are under performing out of 373.

Environment Satisfaction

In Manager, Sales Representative and Sales Executive department, the employee environment satisfaction is very less. For example, In 11 Manager, The Employee Environment Satisfaction is only between 10 to 20.

Job and Relation Satisfaction of Employee

Here, no big difference in Job and relation satisfaction but also some of them employee is having very very less Job and Relationship satisfaction which is minimal. It's should be imporve.
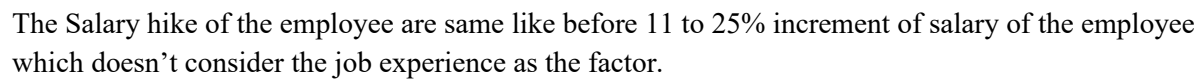
Work Balance

Again the work life balance of employee is between 2 to 3 but it's also have one employee work life balance 1.

Experience and Salary Hike

Experience & Salary Hike

The Salary hike of the employee are same like before 11 to 25% increment of salary of the employee which doesn't consider the job experience as the factor.

Conclusion

As per the analysis of all the data using visualization tools Tableau. I can able to conclude that to increase the work performance of the employee, Company have to take care of following fee points. They are:

➢ Company have to work on company environment which is not satisfied by the under performing employee which will help to boost the performance of employee.

➢ The job satisfaction of many employee is not good, as per my view they didn't get the post what they are talented on and also the employee relationship satisfaction is not good for that all employee have to give training to coordinate with team properly.

➢ All most all the employee who are under performing don't have better work life balance. So, company have to think about it.

This are the major point I got by analyzing the INX Company datasets to improve performance of employee.