

Report on HR Data

Analysis of Employee Metrics

1. Department-Wise Overview

- **Uniform Employee Distribution:** Each department has 9 employees, ensuring equal representation across departments.

2. Performance Analysis

- **Highest Average Performance Rating:** HR Department leads with an average performance score of **4.74**.
- **Lowest Average Performance Rating:** Engineering Department trails with a performance score of **3.43**, indicating potential productivity challenges.

3. Learning and Development (L&D) Hours

- **Highest L&D Hours:** HR Department averages **27.11** hours of L&D, reflecting significant investment in employee growth and development.
- **Lowest L&D Hours:** Finance Department averages only **10.22** hours, suggesting a potential area for improvement.

4. Tenure Analysis

- **Highest Average Tenure:** Marketing Department shows the longest average tenure at **35 months**, indicating stability and employee retention.
- **Lowest Average Tenure:** Engineering Department has the shortest tenure, averaging **20.56 months**, hinting at higher turnover rates.

5. Key Department Insights

- **Engineering Department Challenges:**
 - **Low Tenure & Turnover:** Employees leave the department faster than others.
 - **Engagement Score & Performance:** Lower engagement and performance ratings reflect poor work culture.
 - **Misalignment of L&D and Salary:** Despite high average L&D hours and competitive salaries, the lack of productivity suggests inefficiencies in resource allocation.
- **HR Department Compensation:**
 - Despite leading in performance and L&D hours, the HR Department has lower average salaries than other departments. To retain and motivate high-performing HR employees, salary adjustments may be necessary.

6. Office Location Insights

- **Delhi Office Concerns:**
 - **Lower Engagement & Performance:** Employees at the Delhi office show the lowest average engagement score and performance ratings.
 - **Insufficient L&D Hours:** Lower average L&D hours further contribute to the challenges in this location.
 - **Action Needed:** Focus on improving the work environment and providing additional L&D opportunities to foster growth and engagement.
- **Best Performing Office:**
 - The Mumbai office demonstrates superior metrics in engagement, performance, and L&D hours, making it the benchmark for other locations.