Employee Performance Analytics

By Nevin Joshua Lyons
DA24C2
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Self Introduction - My background

Education

- Bachelors Degree in Business (Hons) Accounting from HELP University, Subang 2 campus

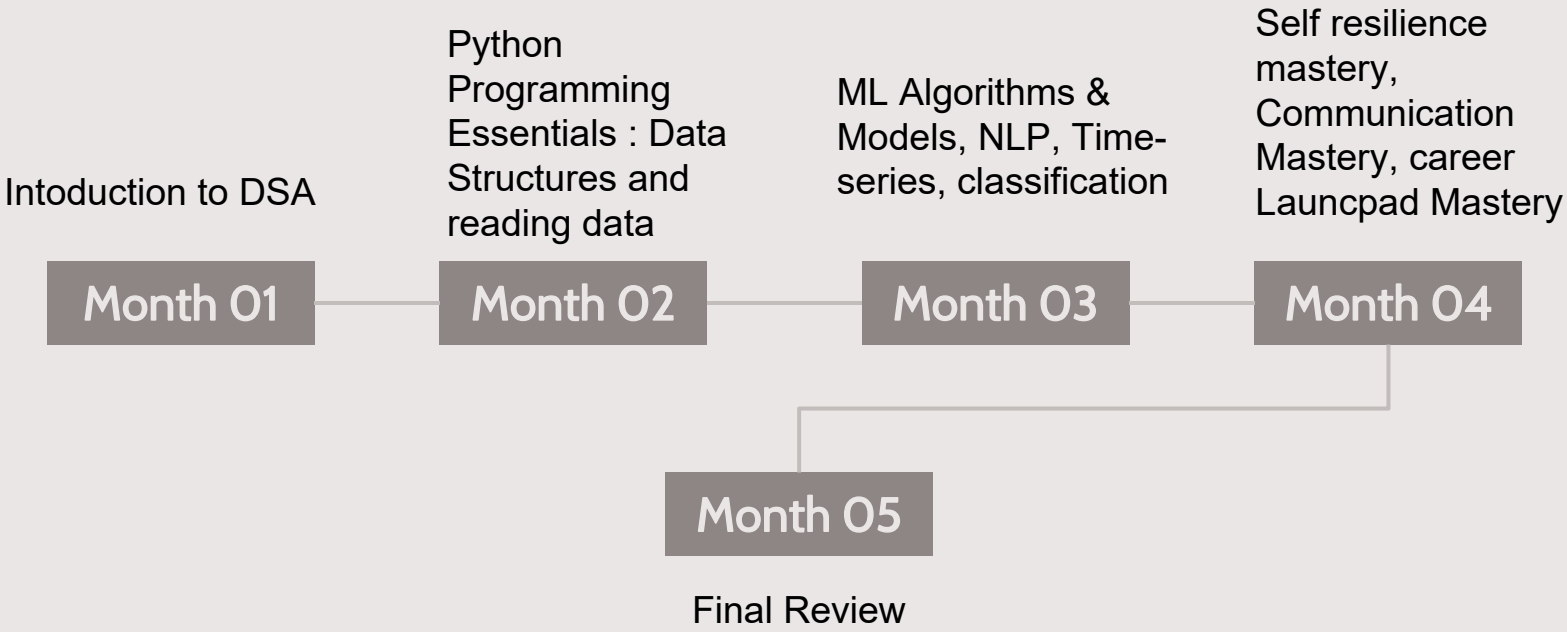
Work Experience

- Tax Executive

About Me

- My aim is to be able to strive to be a solution provider utilizing AI & Machine Learning, while working remotely. With my motto being 'Understand what it is, then it becomes as easy as ABC'

Course Timeline - Data Scientist/Analyst Journey



Project Overview

The objective of this project is to analyze various factors that contribute to employee performance within an organization using data analysis techniques.

Project Problem Statement

- What are the factors influencing performance and satisfaction, aiming to provide actionable insights for enhancing organizational productivity and retention

Objective

- Improving organizational productivity and employee satisfaction through data-driven analysis of factors influencing performance.

Current State Analysis

Data Availability and Quality

Exploratory Data Analysis (EDA)

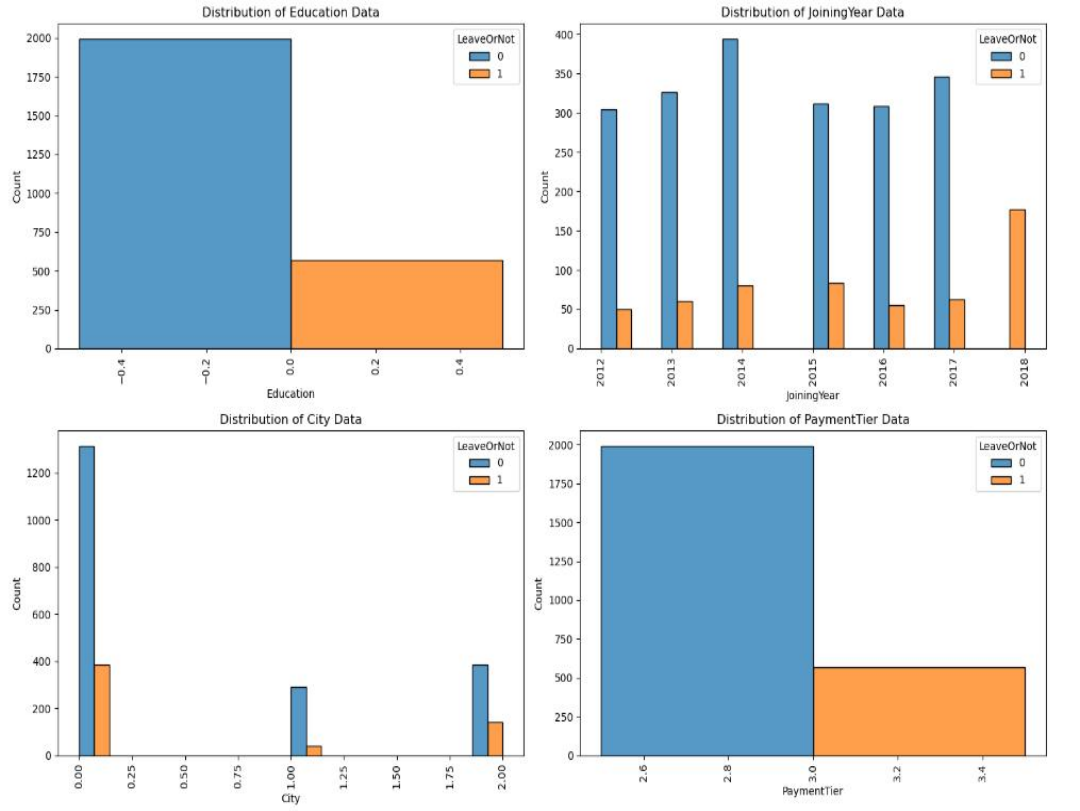
Modeling Techniques

Challenges and Limitations

Technology Stack

- Data Analysis Tools
- Visualization Libraries
- Machine Learning Frameworks
- Development Environment

Exploratory Data Analysis (EDA) and Modeling



ML of Classification

	REG	SVC	DTC	RFC	GBC	ABC	KNC
ACC	0.709622	0.662371	0.802405	0.830756	0.841065	0.790378	0.767182
PREC	0.618026	0.0	0.722071	0.770115	0.848993	0.768953	0.703333
REC	0.366412	0.0	0.676845	0.6743	0.643766	0.541985	0.536896
F1	0.460064	0.0	0.698953	0.733871	0.732272	0.635821	0.608947

With Outliers

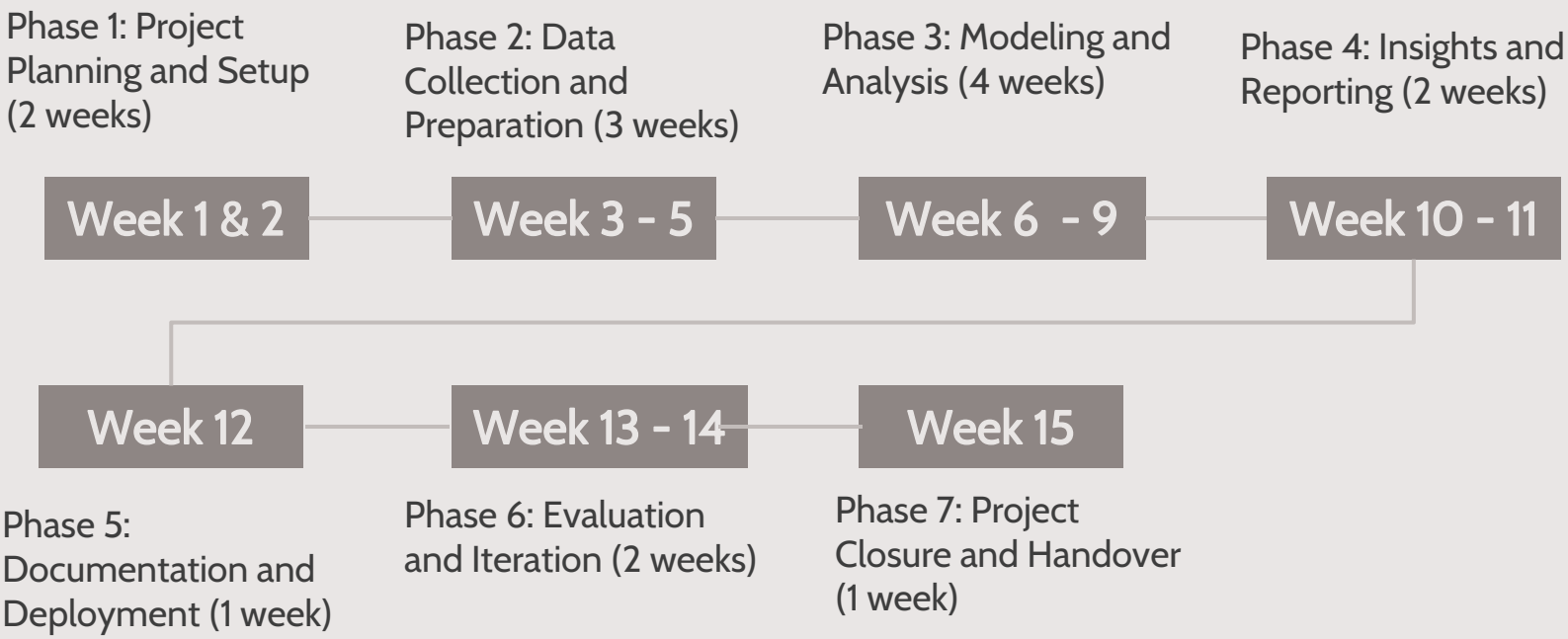
	REG	SVC	DTC	RFC	GBC	ABC	KNC
ACC	0.75625	0.75625	0.823438	0.825	0.859375	0.84375	0.809375
PREC	0.0	0.0	0.694444	0.747475	0.923077	1.0	0.736111
REC	0.0	0.0	0.480769	0.467949	0.461538	0.358974	0.339744
F1	0.0	0.0	0.56391	0.566929	0.615385	0.528302	0.464912

Without Outliers

Prototypes

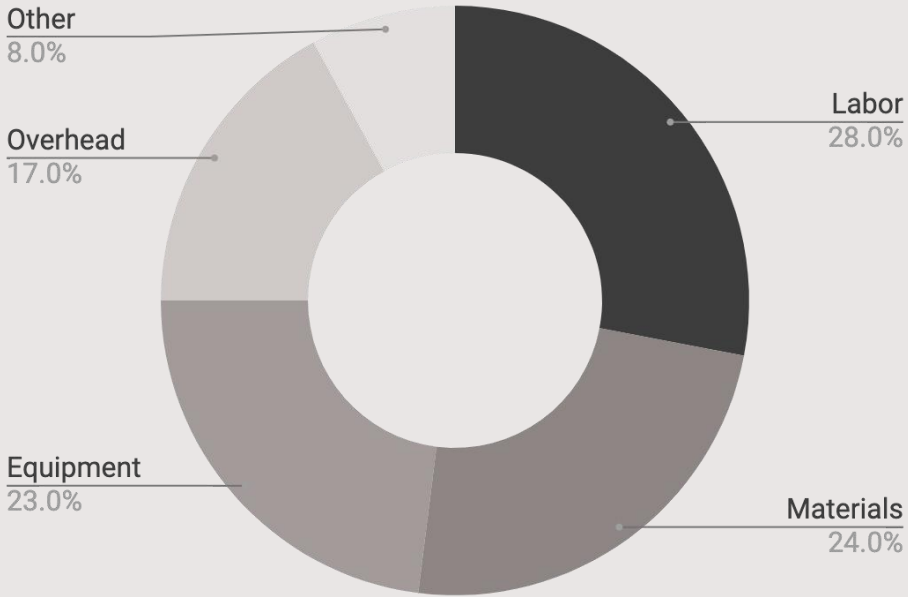
1. Dashboard Prototype
2. Feedback and Iteration Prototype
3. Scalability and Deployment Prototype
4. Version Control Prototype

Project Timeline



Project Expenses

- 28% Labor
- 24% Materials
- 23% Equipment
- 17% Overhead
- 8% Other



Follow the link in the graph to modify its data and then paste the new one here. For more info, click here

Project Expenses Outline

Activity	Start date	End date	Resource	Cost	Revenue
Market research	1/1/20XX	1/15/20XX	Market research firm	$20,000	
Product development	1/16/20XX	6/30/20XX	R&D team	$200,000	
Beta testing	7/1/20XX	8/15/20XX	Beta testers	$10,000	
Marketing campaign	1/1/20XX	1/15/20XX	Advertising agency	$100,000	
Product launch	1/16/20XX	6/30/20XX	Sales team	$50,000	$500,000
Post-launch support	7/1/20XX	8/15/20XX	Support team	$50,000	$800,000

Conclusions

- These findings have significant implications for the organization, providing valuable insights into areas where they can improve productivity, employee satisfaction, and retention.
- I recommend implementing targeted strategies such as improving training programs, enhancing management practices, and fostering a culture of recognition and reward.
- There are opportunities for further analysis and exploration, including delving deeper into specific demographic groups or conducting longitudinal studies to track performance trends over time.

Q&A Time :)

Thanks!

Feel free to contact me at:

lyonsnevin@gmail.com

+6011-2664 8415

https://github.com/NevinLyons/Employee-Performance-Analytics