1. Project ID vs Performance:

Employees with project ID 8 have higher performance compared to other groups.

Sol: ask the head of the group what keeps the performance of the team high and how he talks with the group.

1. Project ID vs Usage of teams:

Employees of group 6 and 8 have higher usage on Teams

1. Performance vs Missed deadlines For the analysis on performance vs missed deadlines, we use a scatter plot.  
   The missed deadlines will be plotted on the y-axis and the performance will be plotted on the x-axis. From the below analysis, we can make out that performance and missed deadlines are very closely related. Most of the data is concentrated around performance(5-8) and missed deadlines(6-12).So we can conclude that the employees who have a moderate performance also have medium rates of missing deadlines. While the employees with performance higher than 8 have not missed a lot of deadlines.
2. Performance vs Workload

We have used scatter plots to analyse Performance vs Workload. Here we can clearly note that most of the data is concentrated around performance(4-8) and workload(2-4). We can also note from the graph below that as workload increases, so does the performance of the employee.

1. Performance vs Time/Duration

Below is the analysis for performance vs duration of work. The data here is again concentrated in the region of performance(4-8) and time/duration(6-8)

1. Performance vs General leave Pattern: Most of the employees of the company haven't taken out a lot of general leaves
2. Periodic employee survey feedbacks vs Performance: The above graph helps us interpret that employees who have given a negative feedback have lower performance.
3. Periodic employee survey feedback vs General leave patterns: From the graph below we can see that employees who have given a neutral feedback have taken more general leaves. So this fact doesnt give us much insight into the data.
4. Periodic employee survey feedbacks vs Sick leaves: Employees who have given a positive feedback have taken more sick leaves.
5. External factors vs Video of the meeting:External factors sometimes affect the meeting. But its not much of a problem
6. External factors vs Number of meetings participated: The external factors sometimes affect the number of meetings participated by the employee
7. External factors vs Performance: Employees who are sometimes interfered during work hours seem to have better performance.
8. Communication vs Confidence during audio conversation: most of the employees haven't had a lot of changes in their communication during meetings
9. Usage of Teams vs Workload: Employees who have higher workload don't use Teams a lot. Whereas employees who have lesser work pressure use Teams more
10. Usage of Teams vs Missed deadlines: Employees who have lower usage of Teams have higher missed deadlines
11. Usage of Teams vs Sick leaves: The sick leave taken by the employee is concentrated between time series(40-70hours/week) and between 2-4 sick leaves
12. Missed deadlines vs General leave patterns: In the graph below,we can make out that as the number of deadlines increase,so does the general leaves taken by the employee or vice-versa.
13. Workload vs General leave pattern: We can see from the graph that as the workload increases,the general leaves taken reduces.
14. Personality style vs Performance: The below graph shows how the performance of an employee changes with Personality style. We can observe from the violin plot that performance is high for employees of the INTP type.
15. Personality vs Meetings participated: From the below graph,we can comprehend that people of personality style 'INTP' have attended more meetings.
16. Personality style vs Audio of meeting: People of personality style ISTJ have shown a negative confidence during meetings
17. Job satisfaction vs General leave pattern: We can see from the below graph that employees who are not happy with their job(disagree) have higher general leaves.And those with higher job satisfaction have lesser general leaves
18. Job satisfaction vs Performance: Employees who have less job satisfaction have higher performance.

The above analysis that we have done has given a very good insight on the situation of the employee in the company. We can also recognise that the company has medium to completely burnt out individuals. This can affect the overall productivity of the company. Here are few steps that the company can take in order to reduce the burnout:

1. Employees with Project ID 8 have high performance. So, the company can address the head of the team and ask the steps he has taken to boost the morale.
2. For employees who have very little workload, the company can increase their workload by shifting it from those who have a higher performance and see if there’s any change in the overall performance.
3. Employees who have given a negative feedback can be questioned by the company or a form could be rolled out to see what further changes/improvements would they expect from the company.
4. Find out the major disturbance in the external factors and come out with a solution to deal with it.
5. It is seen that employees who are sometimes interfered in their work hours are more productive. So maybe giving more breaks (10-15 mins for 2 hours) should be encouraged.
6. The fact that employees who have lesser workload use Microsoft Teams more and those with higher workload use Teams less could be an indicator that the employees might be wasting their time. So, the company can find ways to keep them occupied (like point2)
7. The company can enforce more strict rules when it comes to meeting deadlines in such a way that the general leaves and the project deadline don’t come up on the same day.
8. People of the type INTP have higher performance and have attended more meetings rather than people of other personality type. Also, people of type ISTJ have shown negative confidence. So, the company can look at ways in which it can employ more people of type INTP.

Implementing the above methods can help reduce the burnout rate of the employees of the company. After all, caring for the employees will only increase the company’s worth