

# Employee Performance & Satisfaction Insights Report – Power BI Dashboard Findings

## Objective:

This report analyzes employee data to determine the relationship between, **performance ratings, and job satisfaction levels**. The goal is to identify areas of strength and potential weaknesses within the workforce to support strategic Human Resources (HR) decision-making.

## 1-Key Findings:

- The **average salary** is **\$112.96K**, and the **average age** of employees is **28.99 years**.
- The **overall attrition rate** is **16.12%** out of approximately **1.47K employees**.
- Attrition among overtime workers is 28%, compared to 10% among non-overtime workers.
- The **average distance from home** is **22.5 km**, with variation by state (California, New York, Illinois).
- The ethnic composition of the workforce is **predominantly White** at 58.5%, followed by Black or African at 14.08%, and Asian or Asian American at 13.5%.

## 2-Department & Demographic Analysis Findings

- **Salary Disparity:** The **Sales** department and **Human Resources** department have the highest average salaries, exceeding that of the **Technology** department.
- **Attrition Risk:** The **Technology** department carries the highest attrition risk, accounting for 56.12% of the departmental attrition cases. The **Sales** department is the second highest 38.82%.

- **Tenure by Department:** The **Technology** department has the highest average years at the company, suggesting better long-term retention in that area compared to **Sales** or **Human Resources**, despite high attrition volume.
- **Workforce Size:** The **Technology** department has the largest number of employees, followed by **Sales**, and then **Human Resources**

### 3-Performance KPIs Findings

- The overall average performance rating across the company is 3.47.
- **Department Performance:** Similar across departments; Technology slightly higher.
- **Salary vs Performance:**  
→ No significant correlation; high salaries do not guarantee higher ratings.
- **Years at Company vs Performance:** The relationship between Years at Company and Manager Rating is volatile, peaking around years 3 and 8.

### 4-Employee Satisfaction KPIs Findings

- **Satisfaction Level High Performers vs Others:**  
→ Surprisingly, non-high performers report slightly higher satisfaction.
- **Salary Correlation:** Similar to the performance rating, there is no strong correlation between increasing salary and job satisfaction.
- **Job Role Insights:** Satisfaction levels vary significantly by Job Role, with roles like **Engineering** and **Recruiter** having high satisfaction, while **HR Manager** is near the bottom.

### Education KPIs Findings

- **Education Distribution:** **Bachelors** is the most common education level (38.91% of employees).
- **Salary Correlation:** Higher education = higher salary. (Doctorate > Masters > Bachelors).

- **Attrition Risk:** The highest number of attrition cases is found among employees with **Bachelors** and **Masters** degrees.
- **Performance Correlation: No Formal Qualifications** and **Doctorate** levels have the highest average Manager Ratings.

## Analytical / Insight Questions Findings

- **Does overtime increase attrition?**  
✓ Yes — overtime workers show significantly higher attrition levels.
- **What influences retention most?**

The data highlights three key primary risk factors:

1. **Early Tenure (0–3 years)**
  2. **Low Salary Groups**
  3. **Working Overtime**
- **Salary vs Years at Company**

Salary increases with tenure but drops around year 5, then peaks around years 9–10.

## Recommendations:

### 1. Reduce Overtime-Driven Burnout

- Reevaluating overtime policies
- Offering compensation or flexibility for overtime workers

### 2. Address Technology Department Attrition

- Reassess workload and salary competitiveness.

### 3. Strengthen Early-Tenure Retention

- Structured onboarding
- Buddy/mentorship programs

- Career growth pathways for first 2 years

#### **4. Enhance Engagement for Employees Aged 20–30**

- Career development
- Skills training
- Clear promotion criteria

#### **5. Improve Rewards & Recognition Framework**

- Align performance ratings with financial and non-financial rewards.

#### **6. Support Bachelors & Masters Workforce**

- Understand why these groups show higher attrition
- Target with development programs and tailored retention strategies