



Data analysis project on employee performance in Inx future company

Bhuvana kola

Project summary:

- 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 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.
- 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

Key pointers:

- Find the core underlying causes of this performance issues
- Expects the findings of this project will help him to take right course of actions.
- Clear indicators of non performing employees

1200
Count of EmpNumber

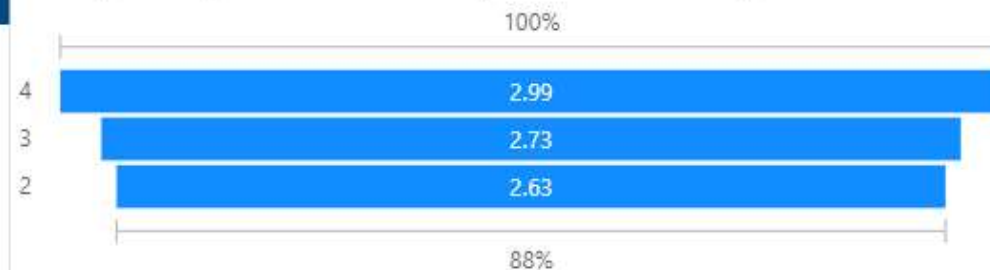
PerformanceRating

- 2
- 3
- 4

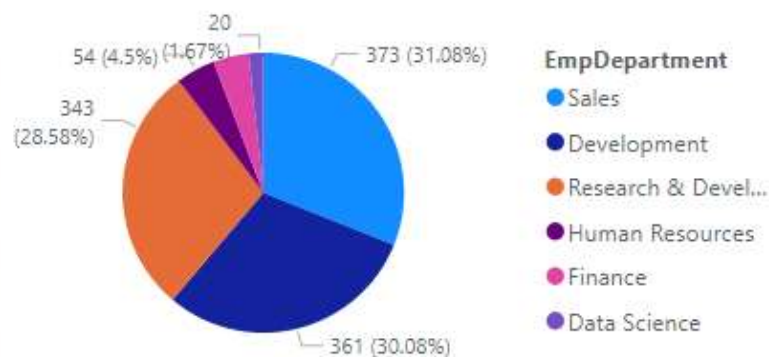
Count of EmpNumber by Gender



Average of EmpWorkLifeBalance by PerformanceRating



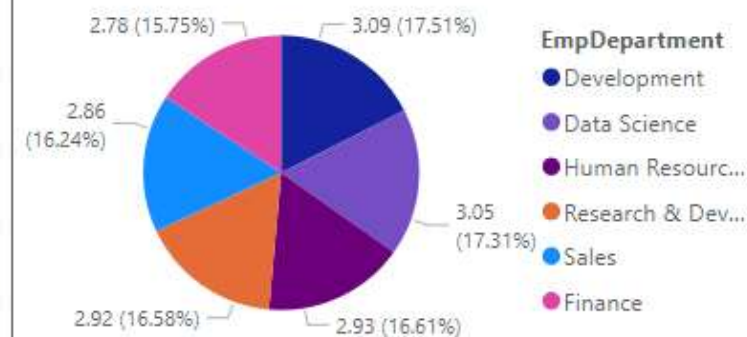
Count of EmpNumber by EmpDepartment



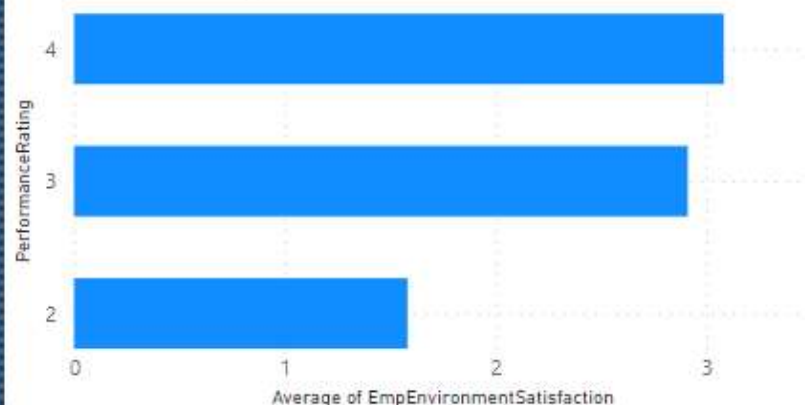
Average of EmpLastSalaryHikePercent by PerformanceRating



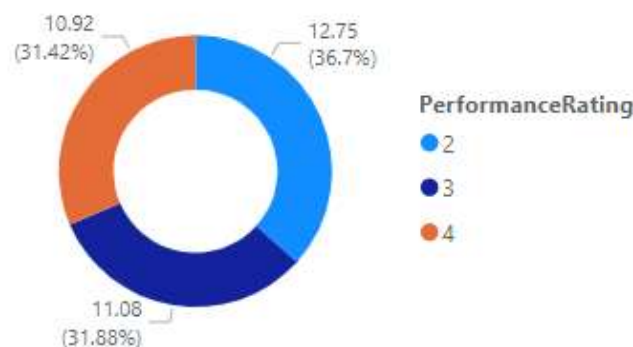
Average of PerformanceRating by EmpDepartment



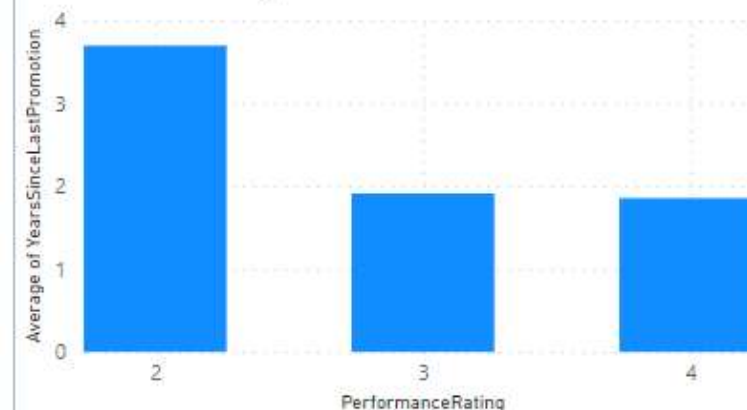
Average of EmpEnvironmentSatisfaction by PerformanceRating



Average of TotalWorkExperienceInYears by PerformanceRating



Average of YearsSinceLastPromotion by PerformanceRating

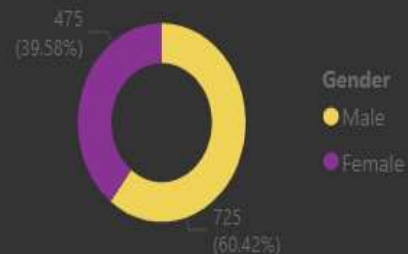


Dashboard on employee performance at INX company

1200

Count of EmpNumber

Count of EmpNumber by Gender



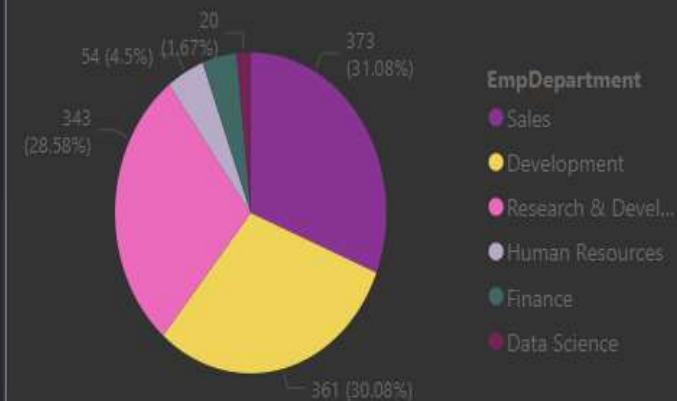
Performance Rating

- ☐ 2
- ☐ 3
- ☐ 4

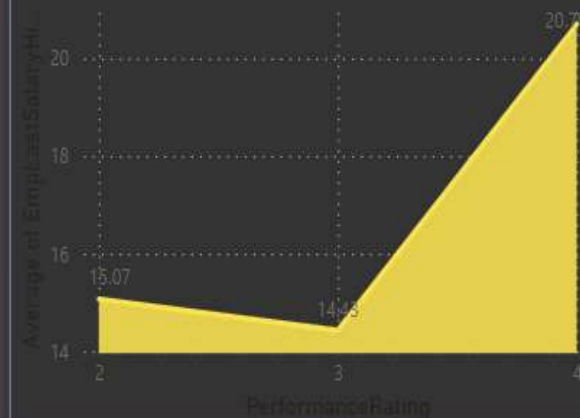
Average of EmpEnvironmentSatisfaction by PerformanceRating



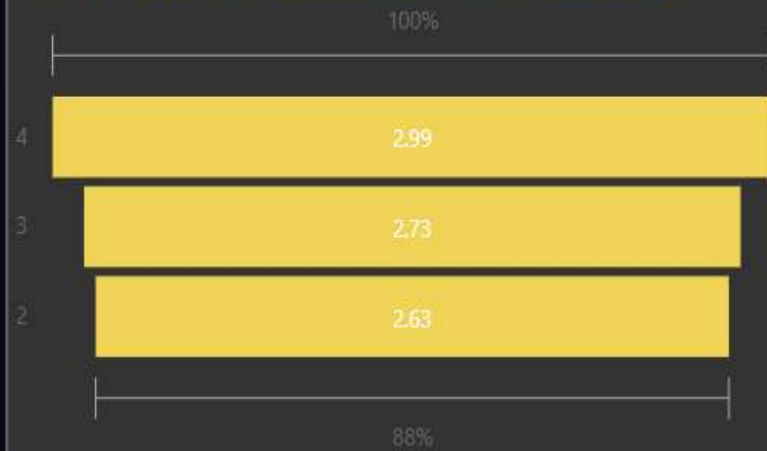
Count of EmpNumber by EmpDepartment



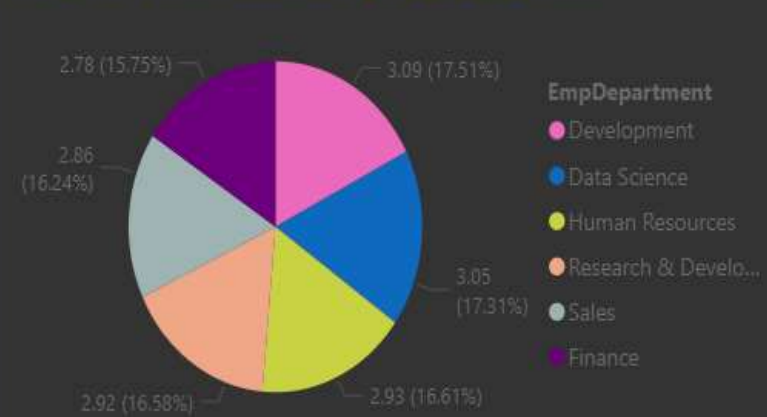
Average of EmpLastSalaryHikePercent by PerformanceRating



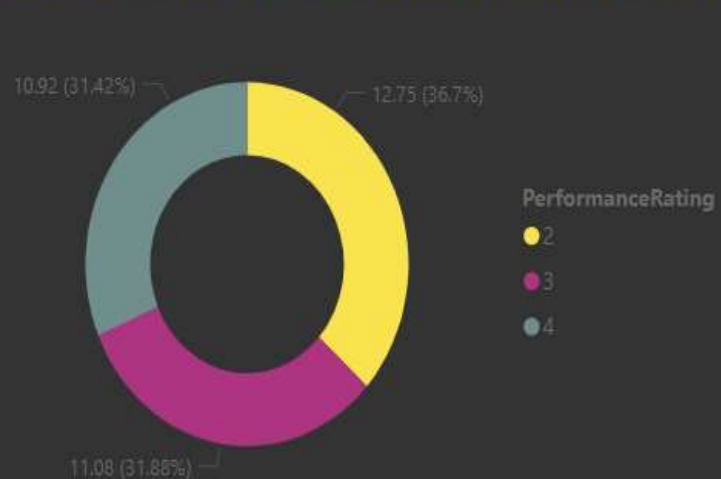
Average of EmpWorkLifeBalance by PerformanceRating



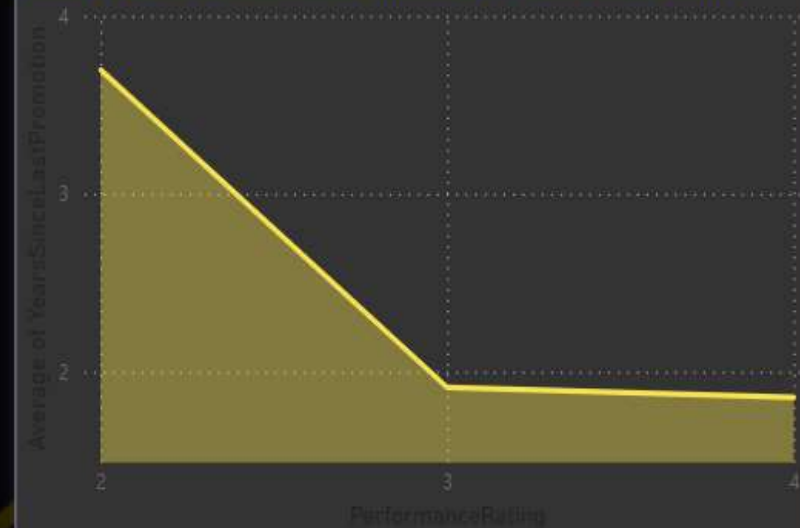
Average of PerformanceRating by EmpDepartment



Average of TotalWorkExperienceInYears by PerformanceRating



Average of YearsSinceLastPromotion by PerformanceRating





Analysis:

- The main aim of the project is to find the underlying factors of employee performance
- 1. Import the data provided, find out the predictor & target variables and look for missing values.
- 2. Analysis of Department wise performance.
- 3. Analysis of data with respect to the performance rating as it provides the low performers
- 4. Found out the factors and visualized in form of dashboard
- 5. Report the outcomes



Results:

➤ As per the analysis main factors for employee low performance are as follows:

- 1.Employee environment satisfaction
- 2.Employee last salary hike percent
- 3.Years since last promotion
- 4.Employee work life balance
- 5.Total work experience in years



Recommendations:

- The overall employee performance can be achieved by employee environment satisfaction. The company needs to focus more on the employee environment satisfaction.
- The salary hike will give the boost to the employees to perform well.
- Promote the employee to improve Employee's work-life balance this affects the performance rating.
- While recruiting for HR, consider the female candidates where they perform well compared to male.