

Talent Match Intelligence Analysis - EDA Result

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Disclaimers :

This analysis is for test purposes and does not reflect the actual HR metrics.

Insights and recommendations are derived from the provided dataset and may not represent real market conditions.

All insights, dashboards, and metrics should be generated based on personal interpretation and visualization skill.

Executive summary

Project Description :

identify what makes top-performing employees successful and to find individuals who share those characteristics for succession.

Objectives :

Discover what drives employee success.

Tools :

Python
SQL
excel

Analysis Result:

Top drivers: SEA, CSI, LIE, FTC — strong predictors of high performance.

Recommendation :

Prioritize training on SEA, CSI, and LIE competencies.



01

Problem Understanding

Understand the Employee's high performance factors



02

Data Preparation & Data Cleaning

Delete error and empty datas



03

Exploratory Data Analysis

Conduct Initial Investigation on dataset to define metrics and test for hypothesis



04

EDA Result

Show the Analysis Result of Exploratory Data Analysis

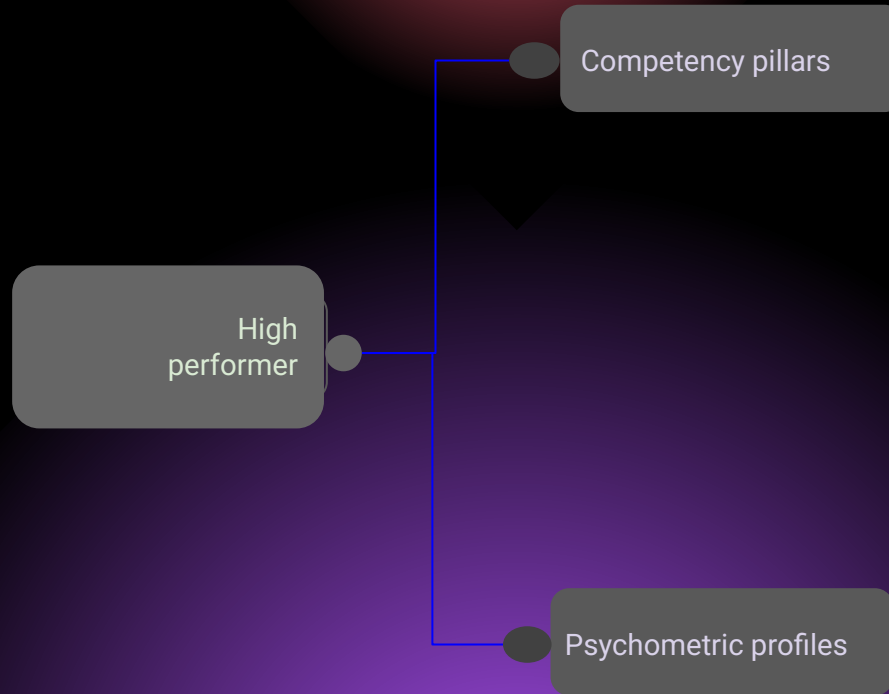


05

Conclusion

Summarize insights and recommendations base on EDA Result

Root Cause Analysis & Issue Tree



The Factors

Competency pillars :

- GDR : Growth Drive & Resilience
- CEX : Curiosity & Experimentation
- IDS : Insight & Decision Sharpness
- QDD : Quality Delivery Discipline
- STO : Synergy & Team Orientation
- SEA : Social Empathy & Awareness
- VCU : Value Creation for Users
- LIE : Lead, Inspire & Empower
- FTC : Forward Thinking & Clarity
- CSI : Commercial Savvy & Impact

Psychometric profiles :

- pauli
- faxtor
- disc
- mbti
- iq
- gtq
- tiki

Importance Factors

Hypothesis:

Certain competency and psychometric variables significantly influence employee performance classification (Low, Average, High).

Metrics Used:

Feature Importance from Random Forest model

Target variable: rating_class (Low / Average / High)

Predictor variables:

Competency pillars: SEA, CSI, LIE, FTC, IDS, STO, VCU, QDD, CEX, GDR

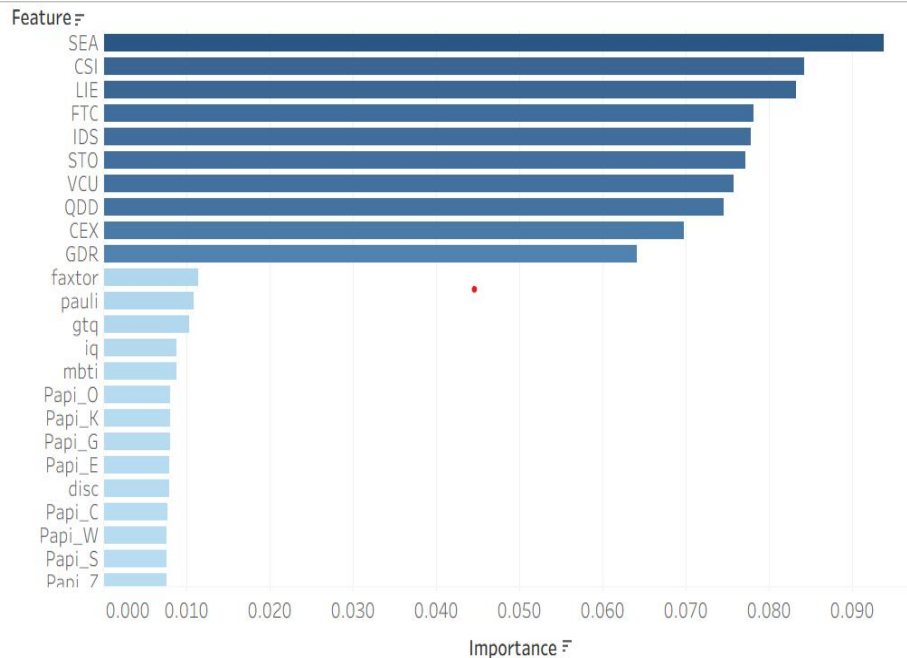
Psychometric traits: pauli, faxtor, gtq, IQ, MBTI, PAPI dimensions (O, K, G, E, C, W, S, Z)

Model Evaluation Metrics:

Accuracy: 96%

Precision, Recall, and F1-scores (per class)

Top Factors



Analysis Results



Key Findings

Top drivers: SEA, CSI, LIE, FTC — strong predictors of high performance.

Moderate factors: IDS, STO, VCU, QDD, CEX, GDR.

Low influence: Cognitive (IQ, GTQ) and personality (MBTI, PAPI) scores.

Model accuracy: 96% overall — but recall for “High” class = 79%, suggesting minor class imbalance.

Insights & Recommendations

Focus Area	Action
Development	Prioritize training on SEA, CSI, and LIE competencies.
Recruitment	Include competency-based assessments emphasizing strategic and customer-oriented skills.
Performance Review	Use competency scores as early performance indicators.

THANK YOU

GitHub Hyperlink :

[Python by colab code only](#)

[Sql recap employee](#)

[EDA Presentation](#)