

# Talent Match Intelligence Analysis

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# 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**

## **Data Analysis**

Conduct the hypothesis testing with the metrics that decided on EDA with python and excel.



**05**

## **Data Visualization**

Visualize the analysis into chart, table, and dashboard by using Tableau

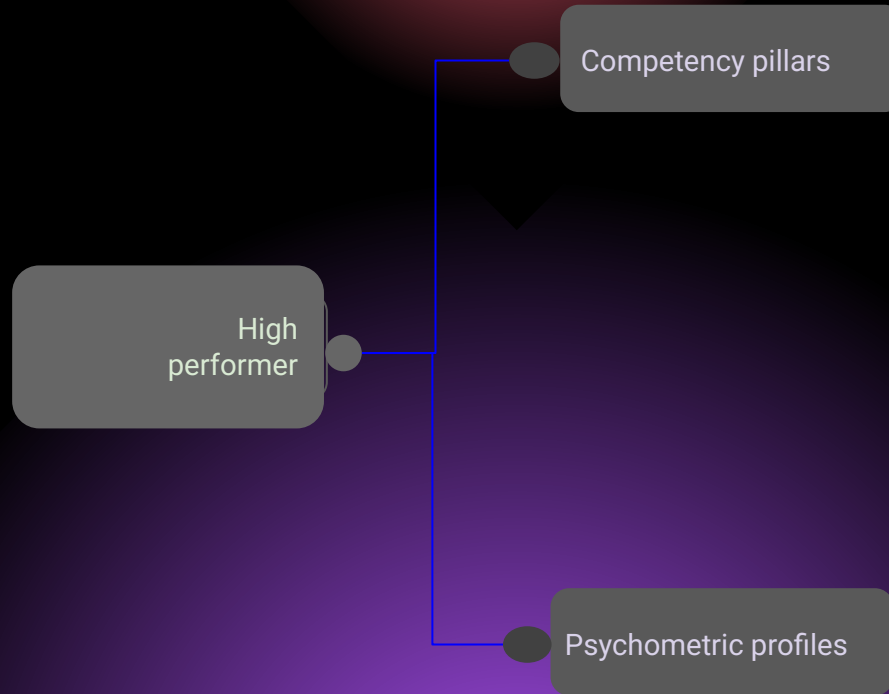


**06**

## **Insight & Recommendation**

Use the result of data analysis to determined the insight and business recommendation to solve the problem

# 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**

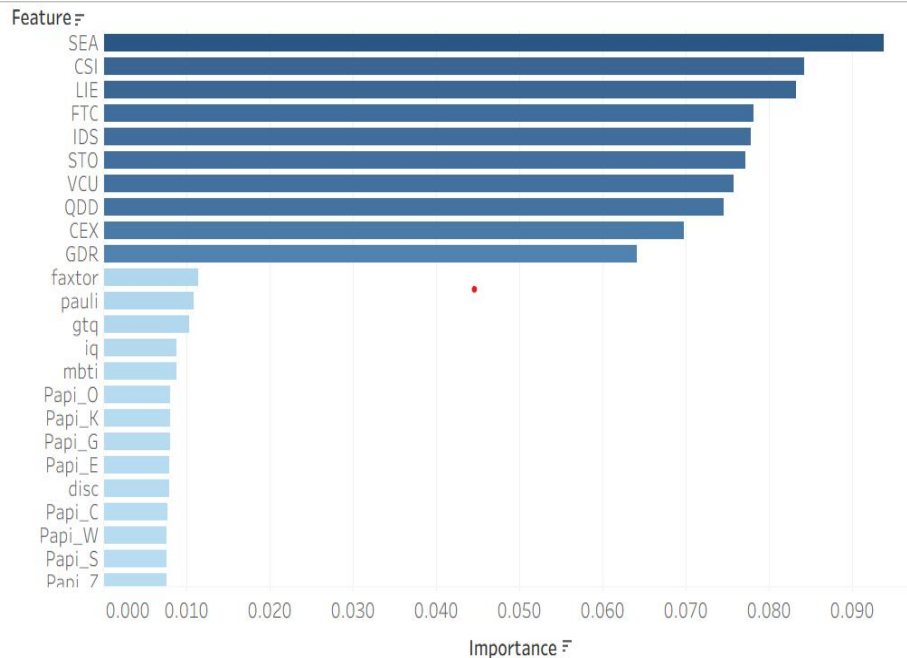
**Psychometric traits: pauli, faxtor, gtq, IQ, MBTI, PAPI dimensions (O, K, G, E, C, W, S, Z)**

## 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

## 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.