

# Workforce & Project Performance Insights

**Identifying The Key Areas of Concern**

## **The goal of this project**

Identify At-Risk Departments and Projects: Determine which departments and projects are over budget or underperforming to enable corrective actions.

# Dataset Structure

The dataset consisted of seven Excel tables,  
including information about  
Employees, Projects and Departments

# Cleaning and combining data from seven Excel tables into one table.

[illegible]

Pivot table displaying the 4-year budget, annual salary, and annual project costs grouped by department

Row Labels	Sum of Department_Budget	Sum of salary	Sum of Project Cost
Engineering	3600000	230000	195000
Human Resources	1600000	290000	202000
IT	2250000	404000	271000
Marketing	3200000	325000	227000
Sales	2400000	304000	267000
<b>Grand Total</b>	<b>13050000</b>	<b>1553000</b>	<b>1162000</b>

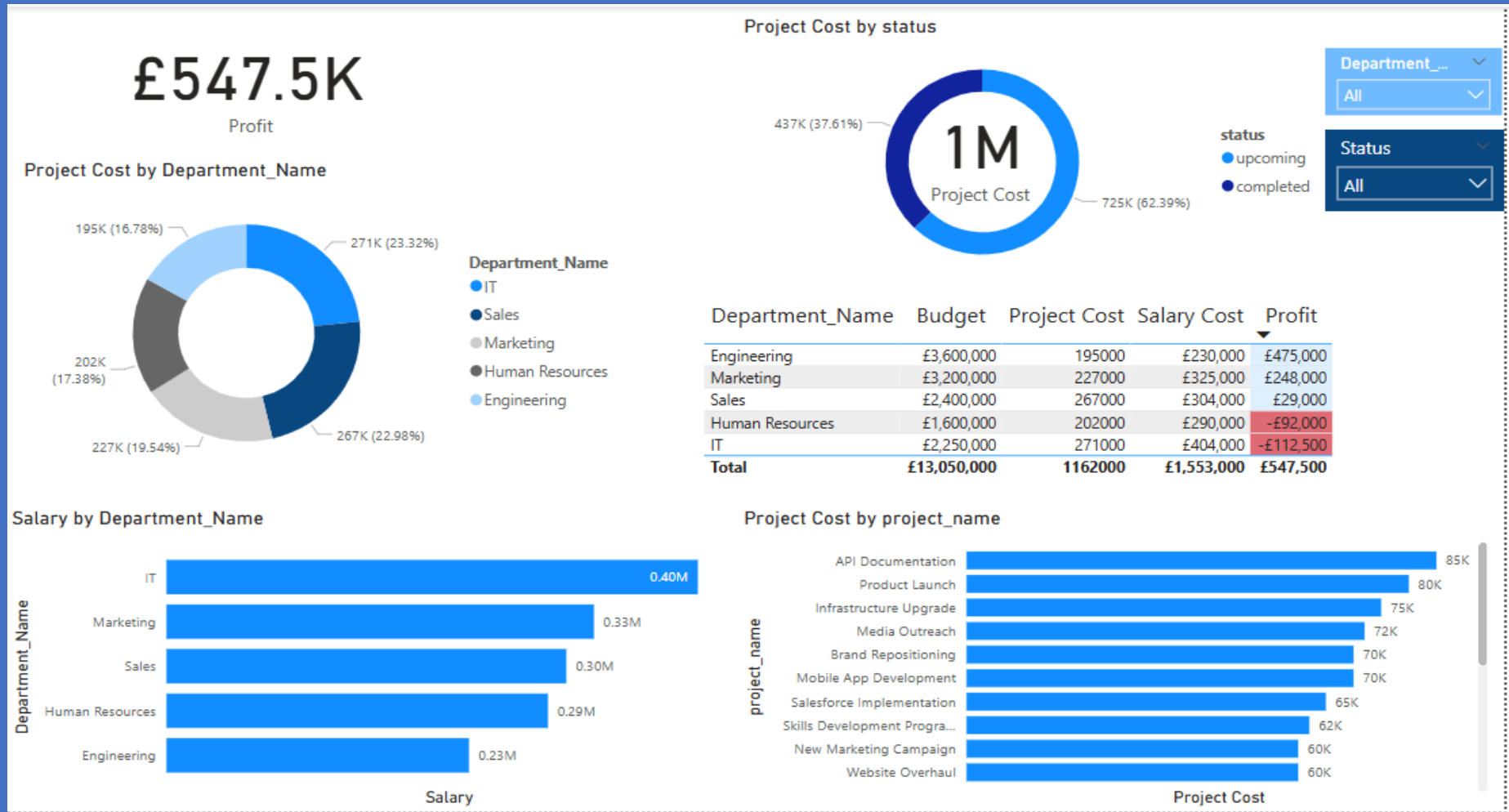
# Analysing data in Power BI and calculating the profit column

fx = Table.AddColumn("#Grouped Rows", "Profit", each [Budget]/4 - ([Salary Cost]+[Project Cost]))

	Department_Name	Department_Goals	1.2 Budget	1.2 Salary Cost	1.2 Project Cost	ABC 123 Profit
	Valid 100%	Valid 100%	Valid 100%	Valid 100%	Valid 100%	Valid 100%
	Error 0%	Error 0%	Error 0%	Error 0%	Error 0%	Error 0%
	Empty 0%	Empty 0%	Empty 0%	Empty 0%	Empty 0%	Empty 0%
1	Engineering	Develop new products	3600000	230000	195000	475000
2	Marketing	Increase brand awareness	3200000	325000	227000	248000
3	Sales	Boost sales	2400000	304000	267000	29000
4	Human Resources	Enhance employee engagement	1600000	290000	202000	-92000
5	IT	Improve IT infrastructure	2250000	404000	271000	-112500

Department_Name	Department_Goals	Project Cost	Budget	Salary Cost	Profit
Engineering	Develop new products	195000	£3,600,000	£230,000	£475,000
Marketing	Increase brand awareness	227000	£3,200,000	£325,000	£248,000
Sales	Boost sales	267000	£2,400,000	£304,000	£29,000
Human Resources	Enhance employee engagement	202000	£1,600,000	£290,000	-£92,000
IT	Improve IT infrastructure	271000	£2,250,000	£404,000	-£112,500

# Dashboard



## Insights and Recommendations

The two departments not making a profit are:

- **Human Resources:** Profit of -£92,000
- **IT:** Profit of -£112,500

### Actionable Insights:

- Conduct a detailed analysis of the HR and IT team's structure, roles, and responsibilities.
- Identify any potential redundancies or areas where tasks could be streamlined or automated to optimise salary costs.
- Break down the Project Cost into specific projects. Evaluate the ROI and necessity of each project. Are there any projects that can be delayed, scaled back, or eliminated to reduce costs?