

BUSINESS STUDY

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ANALYSIS OF THE PROBLEM STATEMENT

- XYZ Limited aims to maximize efficiency and has suitable data for analytics.
- We have categorized the Power BI Report into 4 main pages for insightful charts.
- **Departmental Analysis:** Which departments outperform others, who gets paid more per work done etc.
- **Training and Development Impact:** How much has the training affected the performance and satisfaction of employees? and similar questions
- **Employee Demographics:** Diversity within the company based on Race, Sex, Age-group etc.
- **Performance evaluation:** Based on factors such as source of recruitment, how much does it affect employee satisfaction, performance and pay? Are outperforming employees fairly compensated?

ALTERATIONS TO THE DATASET



Introduction of Z-Score columns:

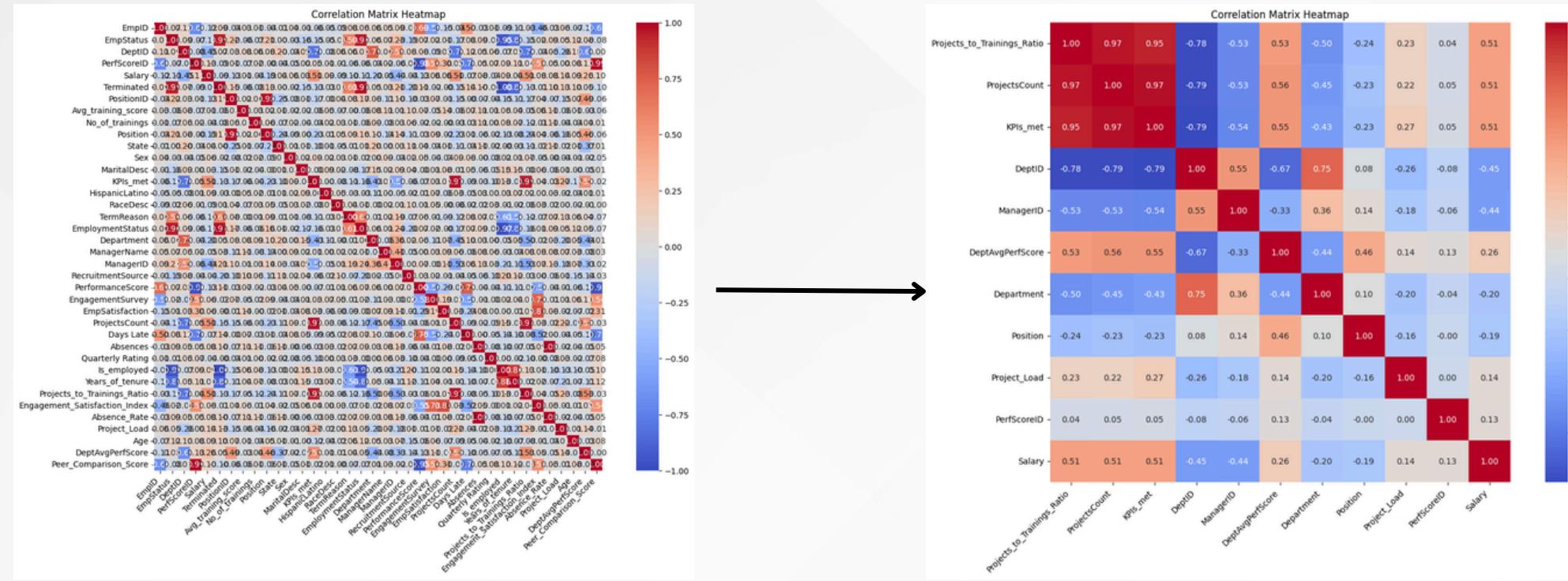
Z-score is an important metric, useful in understanding how far from the average a data point lies. By implementing that in columns such as salary, performance etc. we can easily assess who is outperforming, underpaid etc.



Newer columns for analysis:

Based on data of previous columns, newer columns such as Tenure Group, Age Group, Peer Performance Comparison

INSIGHTS FROM A DATA SCIENCE POINT OF VIEW



The above image shows data cleaning.

After applying machine learning models and correlation coefficients, we found the mentioned columns to have the **highest impact on salary**.

This gives us greater information, than as opposed to what meets the eye.

TOP 10 MOST RELEVANT FEATURES FOR PREDICTING SALARY(FROM -1 TO 1):

PROJECTS_TO_TRAININGS_RATIO	0.512020
PROJECTSCOUNT	0.508333
KPIS_MET	0.505507
DEPTID	0.448132
MANAGERID	0.435406
DEPTAVGPERFScore	0.257139
DEPARTMENT	0.198331
POSITION	0.187359
PROJECT_LOAD	0.144513
PERFSCOREID	0.130903

DEPARTMENTAL ANALYTICS REPORT



Desktop View



Mobile View

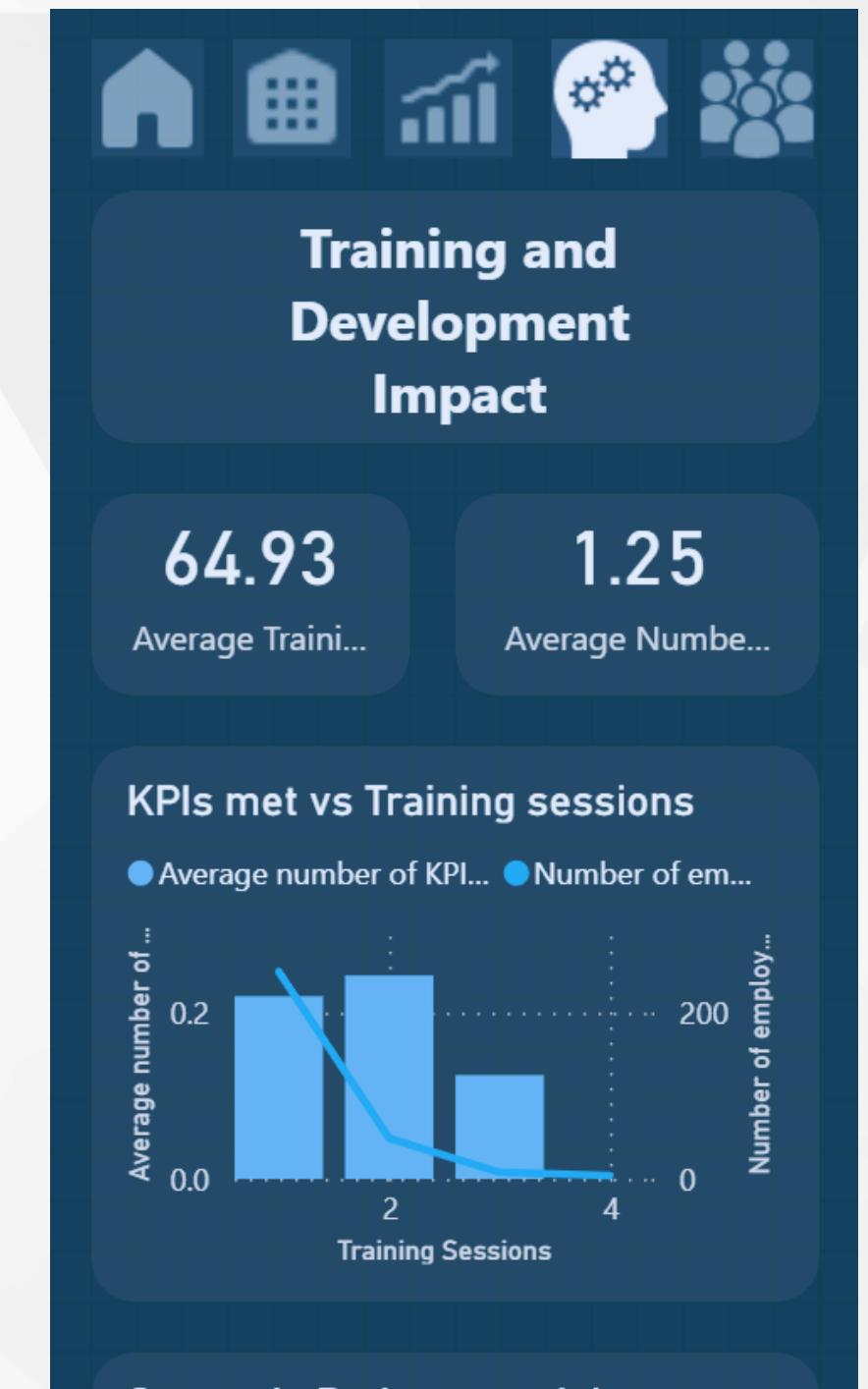
DEPARTMENTAL INSIGHTS

- 1) Executive Office meets performance requirements, and is compensated with a Z-score of +7.21. This means they are hugely compensated.
- 2) IT Department slightly overperforms and is paid a salary of Z-score +1.01. This means they are paid above average
- 3) Software Engineers are the highest overperformers, and they are paid slightly above average (0.97)
- 4) Admin Offices is performing averagely, and they are paid around the average salary.
- 5) Sales department is the most underperforming department, and they are paid averagely.
- 6) Production has the highest number of below-average earners. They perform slightly above average.

TRAINING AND DEVELOPMENT IMPACT REPORT



Desktop View



Mobile View

TRAINING AND DEVELOPMENT IMPACT

INSIGHTS

Quarterly rating is **not relevant to training** score.

Employees with 3 training sessions perform the worst.

Salary does not increase with number of training sessions or training score.

Software Engineering department takes the highest number of training sessions on average, and admin offices the least.

Employees with 1 and 2 training sessions, have the highest number of KPIs met.

PERFORMANCE, RECRUITMENT AND TERMINATION REPORT



Desktop View



Mobile View

PERFORMANCE, RECRUITMENT AND TERMINATION INSIGHTS

The maximum number of employees recruited from **Indeed**.

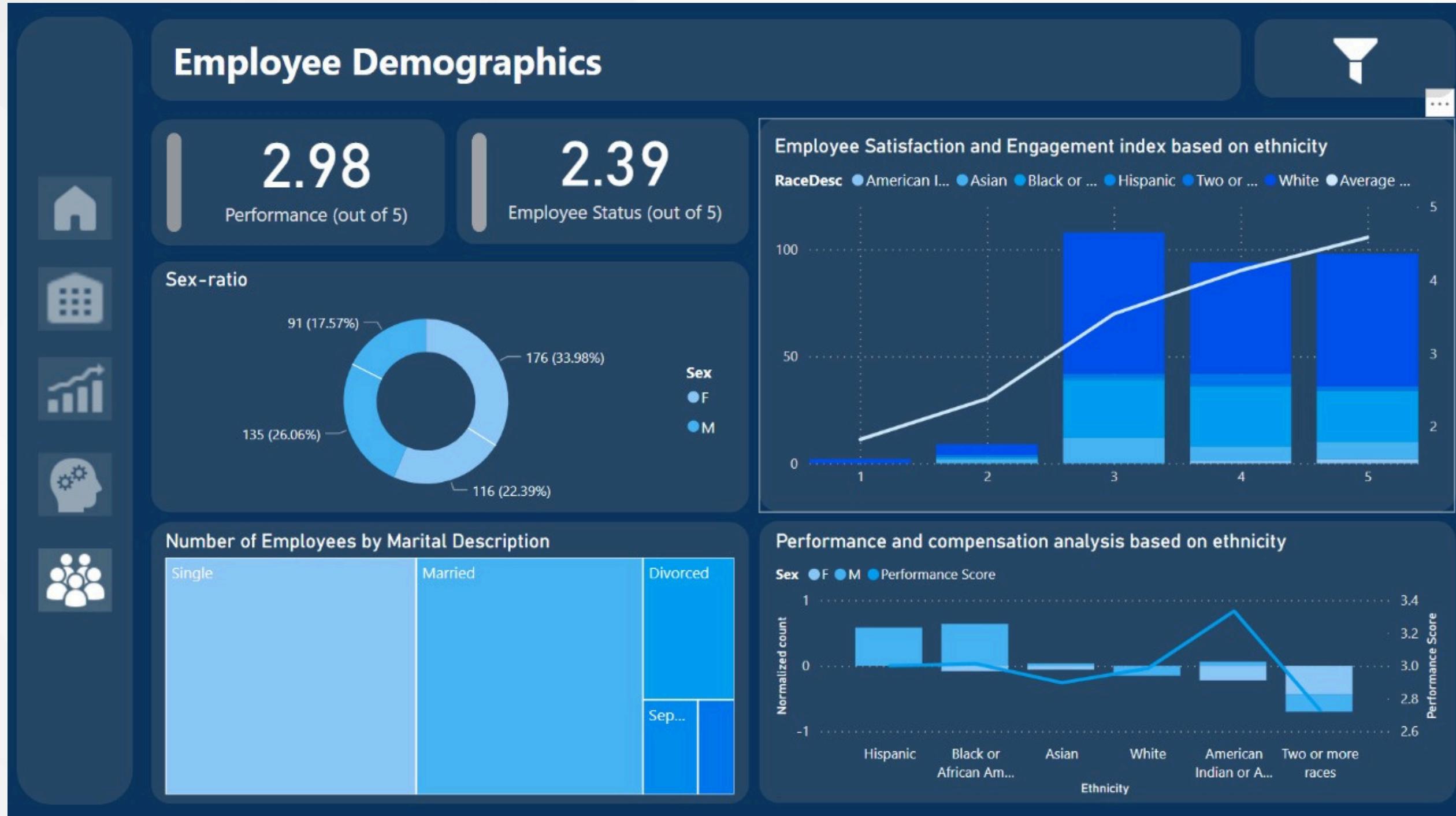
Employee referrals and other sources have the highest average compensation, with online websites having the least.

Salary and performance charts align, meaning that overperformers are rewarded fairly, and underperformers are punished.

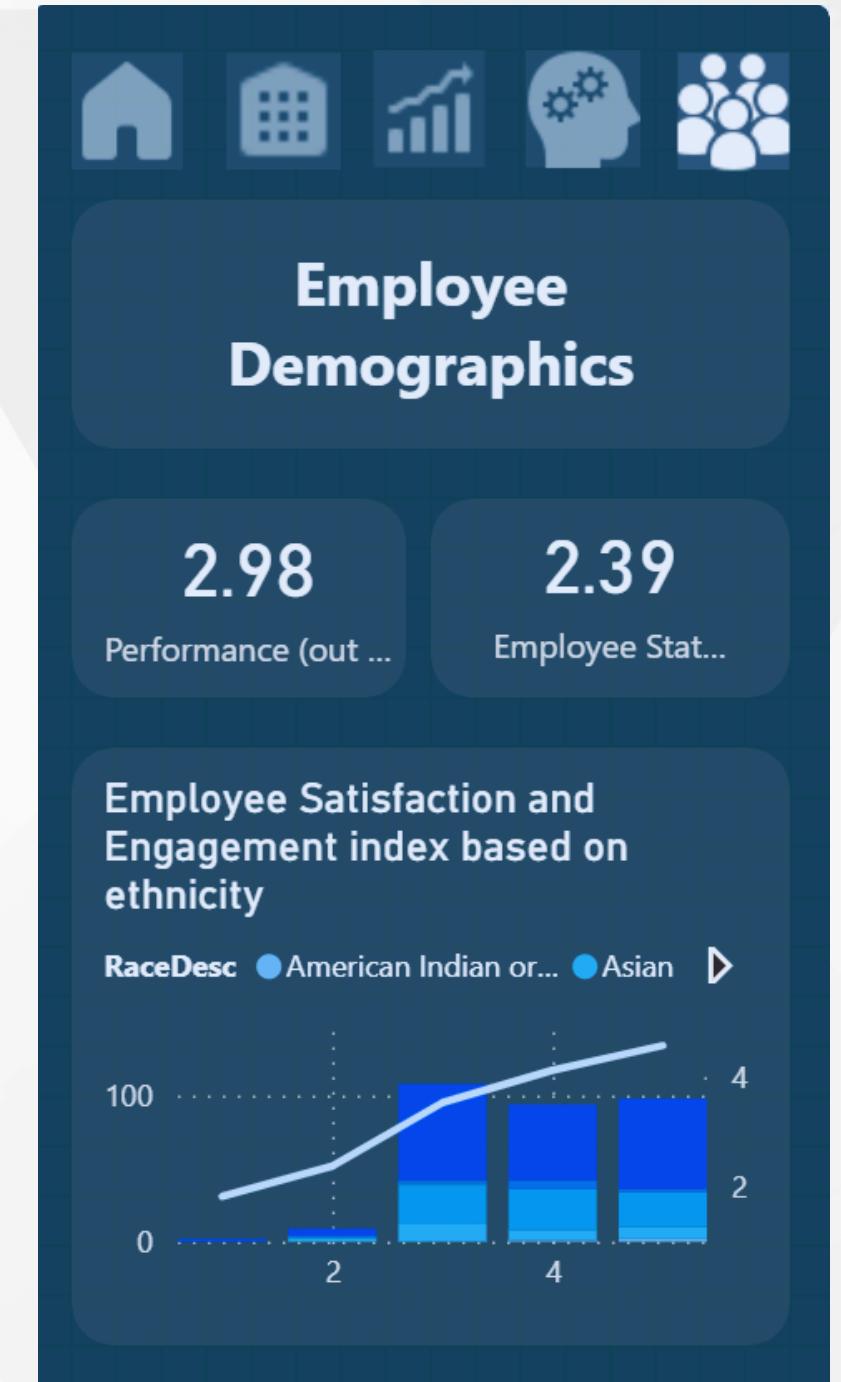
Most popular reason for termination is **finding another position** elsewhere.

Average employee performance sits at 2.98/5 and average employee activity is 2.39/5

EMPLOYEE DEMOGRAPHICS REPORT



Desktop View



Mobile View

EMPLOYEE DEMOGRAPHICS

INSIGHTS

Sex-Ratio of the company indicates that the women outnumber men.

Maximum number of employees are **Single**.

Employee referrals has the **highest average salary** for recruits.

Most number of employees with satisfaction index 3 and 5 earn the highest.

Hispanics are compensated the highest, and people from two or more races are compensated the least.

Native americans are the most outperforming, and two or more races perform the worst.



THANK YOU
