**Greetings to Ms. Sanjeevani and all present in this class .I’m Fahmi, today ,I’ll be presenting to you guys on the project entitled Unlocking Workforce Dynamics: Insights for Enhanced Retention, Compensation Fairness and Diversity utilizing Data-Driven Analysis and Data Visualization.**

**Problem Statement and Hypothesis**

**Firstly,Can understanding the Performance Patterns of Terminated Employees help improve retention(ability to prevent employee turnover) and overall company performance?**

We hypothesize that variations in performance scores may be attributed to different managers. Some managers may have a higher number of employees with lower performance scores than others.

**Secondly ,Is there a relationship between Performance Category and Average Salary among Terminated Employees, revealing insights into compensation fairness and its impact on performance and what is the main termination reason behind all this?**

We hypothesize that employees who exceeds the company's expectation may have higher average salaries compared to other performance categories.We also hypothesize money is the main reason behind all this termination.

**And Thirdly ,How do factors such as race description, recruitment sources, and employment status influence the overall composition of the company's workforce?, and how can this analysis provide insights to enhance strategies for fostering diversity and employee retention?**

We hypothesize that specific recruitment sources play a role in the hiring and retention of employees from various racial backgrounds. We also expect that this analysis will reveal opportunities for developing targeted approaches to retain employees and promote diversity and inclusion, therefore enhancing the overall workforce composition.

So this is just a slide to show my findings when building up hypothesis

Alright back to our case ,here we could see that on average performance score ,on my right side, manager Lynn Daneault had the lowest one thus affecting several employees name in and yellow box.

Just now ,we hypothesized that "Exceeds" performance category will have the highest Average Annual Salary but it turns out that "Fully Meets" is the highest one

Then we now know that termination happens is not thoroughly due to "money" but it turns out to be employees has "another position" to be the highest.

From left-side, we can see that highest terminated employees came from the Google Search recruitment source,while on the right side,highest still-employed employee coming from Indeed .On the other hand, we can see that both highest terminated and still-employed employee came from White races compared to the others.Therefore ,this offers great insight for enhancing workforce dynamics in the company

**Conclusion**

**In conclusion**

**It is Proven that Manager,Lyn Daneault has affected the performance score of terminated employees to its lowest score**

**Hypothesis 2**

**Terminated employees who exceeds the company's expectation may have higher average salaries compared to other performance categories and the main reason behind this termination is money.**

**Not proven. It turned out that employees who fully meet the performance category being the highest terminated ones and the reason is because of having another job offer.**

**Hypothesis 3**

**Specific recruitment sources affects the hiring and retention of employees from various racial backgrounds.**

**Proven. Google Search recruitment source had the highest total of terminated employees and Indeed had highest still-employed employees .Besides, similarities appears when both highest terminated and still-employed employee came from White races compared to the others.**

**Recommendation**

**Managerial Assessment: Evaluate manager performance to identify effective practices and areas for improvement in order to enhance employee performance.**

**Retention Strategies: Reevaluate reasons for turnover, focusing on employees who fully meet expectations, and implement strategies to retain them, such as improving benefits or career development.**

**Recruitment Source Analysis: Analyze the effectiveness of recruitment sources, diversify them for a more racially diverse workforce, and create an inclusive work environment to retain diverse employees.**