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Employee Performance dashboard

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# Overview

Measuring employee performance is a very important aspect of HR functions. The data that has been used is about 1200 employees of a company and the metrics are captured/calculated. So, we could get an overall impression of the performance of the employees by analyzing three main metric types –Attrition, Overtime,Performance Rating etc.

# Goals

Provide a high-level approach to analyze employees’ performance based on their attrition, over time and performance ratings etc given by their direct manager. Also, finding if there is a medium/strong correlation between any of the metrics and slice the data by different categories and its members.

# Benefits of using employee dashboard

1.Having important information at your fingertips.

2.Improving objectivity for the assessment

3.Creating a basis for better decisions in the performance review.

4.Helping highlight employee strengths.

# Insights

Maximum attrition count(178).

Average age of employee (36.9).

Average Employee last salary hike in percentage (15.2%).

Average total work experience in years(11.3).

Maximum overtime count of employees(353).

Male employees (725)are greater than female employees(475).

Sales Department - Maximum number of employees(373) in percentage (31.08%).

Most employees are leaving in the first year with the current manager[ (64 attritions)].

Maximum number of employees from the sales department are leaving their jobs[(44 attritions)] .

Other education and Life science education categories have a high performance rating(3.0 performance rating for other education categories and 2.9 performance rating for life science category) .

Sales executives are unstable with work, with high attrition and average number of companies worked.

Research directors are more stable with 0 attrition and average number of companies worked.

Minimum number of employees(132) has a high performance rating.

468 employees are not satisfied with their job .

Employees 9.4km away are more satisfied with their job.

Minimum count of employees (112) are involved in jobs.

The average age (37) years people are not leaving jobs.

Salary hike of 20.705 % is increasing the performance rating(4)of employees.

Promotion of employees also increasing the performance rating (3.12) of the employee

Age group of 31 to 36 is a high number of employees in the company.

# Recommendations

Since the top reason for the employees to leave the job is not satisfied with the job as well as relation with the current manager - The company must focus on employee education background and Job roles while hiring and Manager with new employees must have good and smooth behavior to control the attritions.

In order to maintain high performance rating of the employee , the company must focus on the increasing their salary promoting them after a particular time period and continue encouraging, appreciating the employees for their good work

In order to maintain the satisfaction score the company must focus on employee working and make sure none is working over time and also focus on providing better travel and medical facilities .

Thus the company can further make decisions by focusing on every region and every department in order to reduce the attrition and increase the performance of the employee.

# Thank You

Regards

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