INX FUTURE INC.

An Analytical report that shares insights on Employee performance.

*This report is prepared by **Stephin Sebastian** for **INX Future Inc.***

Business Objectives :

1. *To identify causes of Employee Performance Issues. This will help the company to mitigate challenges faced by well performing employees.*

2. *To identify clear indicators of non-performing employees for their development and other consequences if required.*

Data Pre-processing :-

We have cleaned the data by dropping the marital status column since it is not relevant. We will consider only Sales, Development and R&D department for our analysis since other departments are not relevant to escalations and have a much smaller population. Null values or missing values haven't seen in the data.

Strategy Framework :

1. Identifying areas of investigation basis discussion with INX Future team.

2. Analysis on areas of investigation.

3. Insights Review

4. Recommendation

Areas of Investigation :-

1. Management Issues

2. Service Delivery Quality

3. Travel

4. Number of working hours

5. Employee satisfaction

6. Employee education

7. Learning and development

8. Rewards and Recognition

9. Employee relationship

Sales Team Analysis - Team Distribution

Analysing Performance Rating of Sales Department
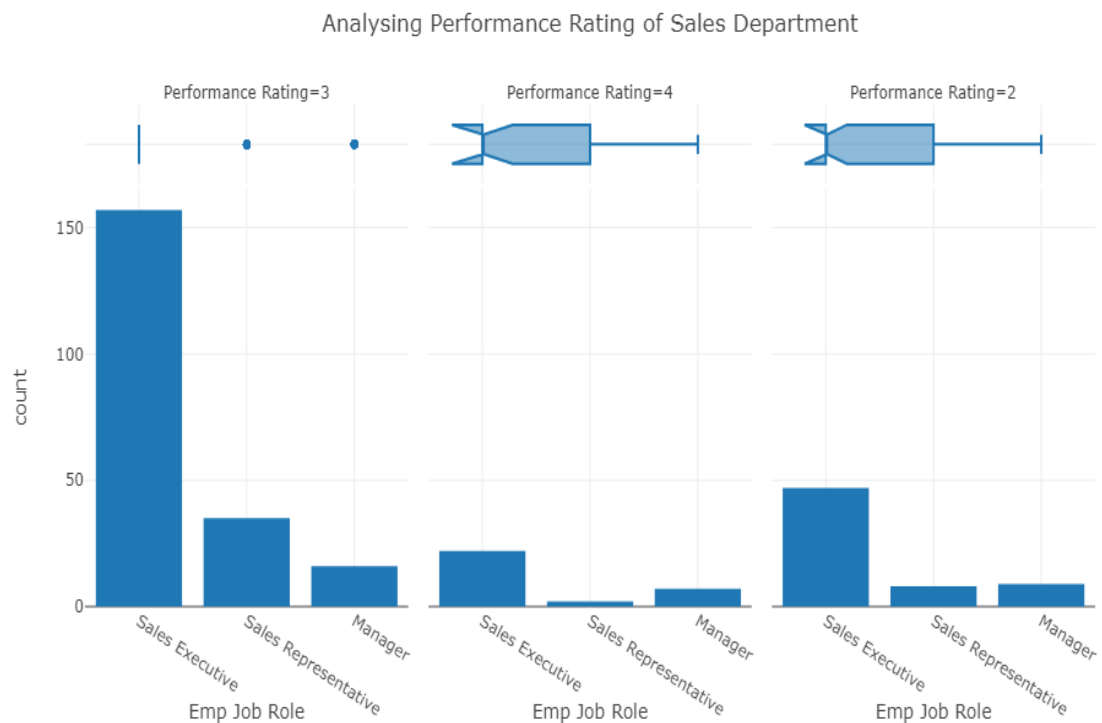
It is observed that Sales Executive constitute maximum of the Sales team. Therefore, issues related to sales executives could have made a major impact on the overall Sales department.

Management Issues :-
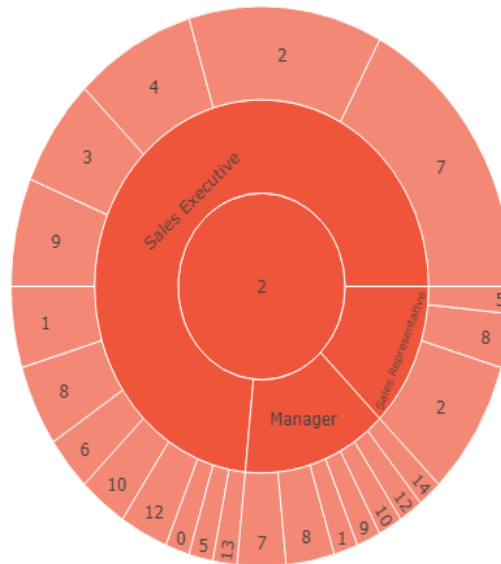
It is observed that :

- 47 Sales Executive showing underlying performance have 2 & 7 years of experience with current manager

- 8 Sales Representative showing underlying performance have 2 years of experience with current manager

- 9 Sales Manager showing underlying performance have 7 years of experience with current manager.

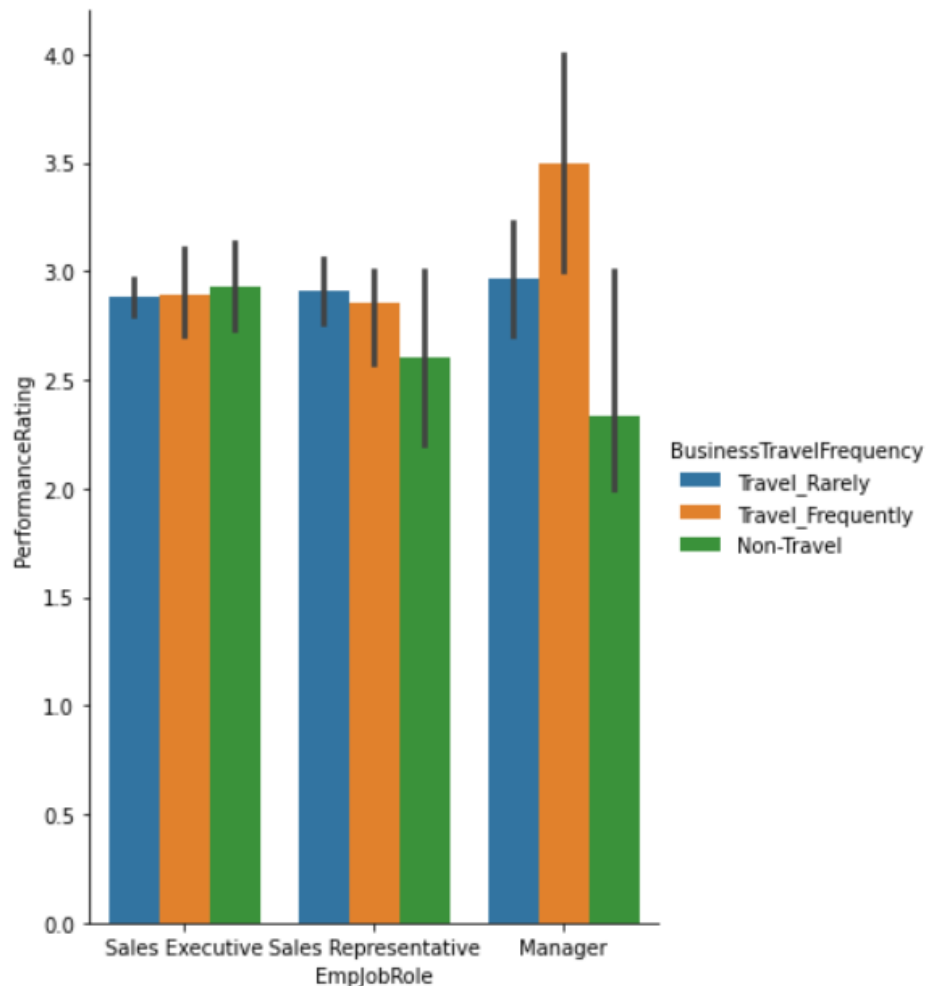47 Sales Executive showing underlying performance have between 2-24 years of experience at current company

8 Sales Representative showing underlying performance have 2 - 7 years of experience at current company

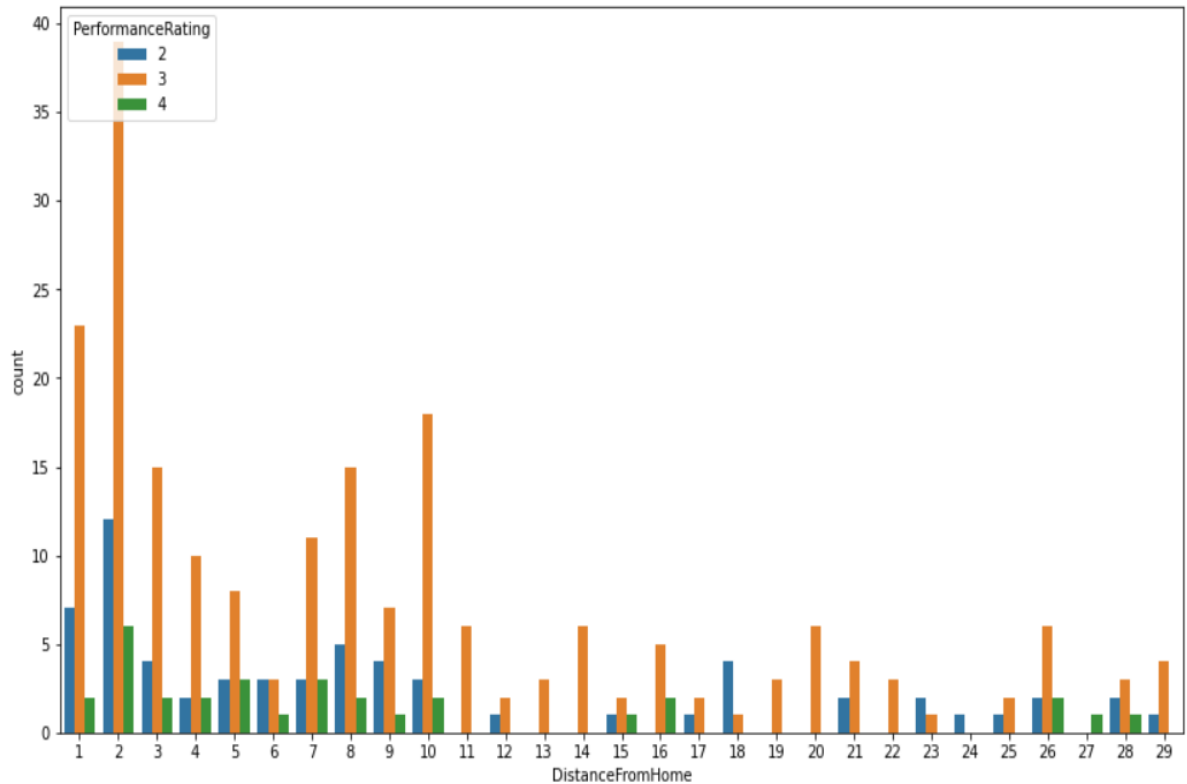9 Sales Manager showing underlying performance have between 10 - 33 years of experience at current company

Service Delivery Quality - No need to check as Sales Team doesn't deliver any service.

Issues faced due to Travel (for sales team)

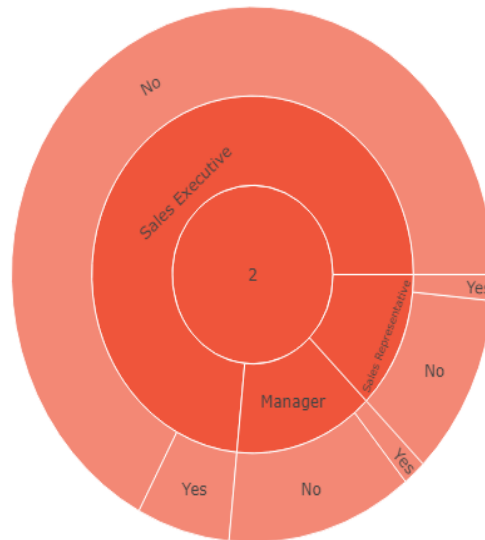`<Figure size 1008x576 with 0 Axes>`

It is observed that maximum employees of Sales department travel frequently in spite of having an underlying performance rating.
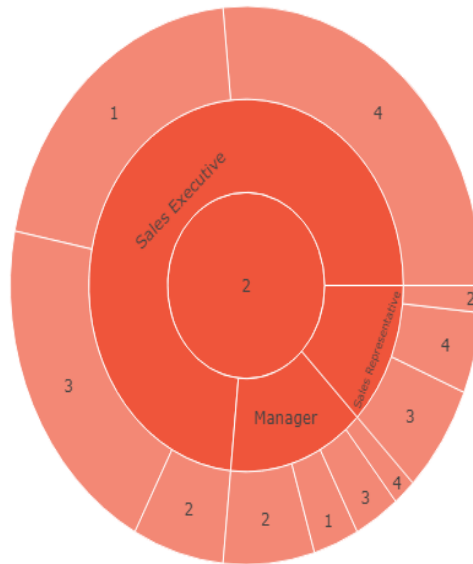
It is observed that maximum employees of Sales department showing underlying performance stay nearby to office.

Number of working hours:-

It is observed that Among 64 under-performing employees of Sales Dept. 43 sales executives, 8 sales manager and 7 sales representatives DO NOT DO OVERTIME.

Employee Satisfaction :

13 Sales Executive showing underlying performance doesn't have job satisfaction.
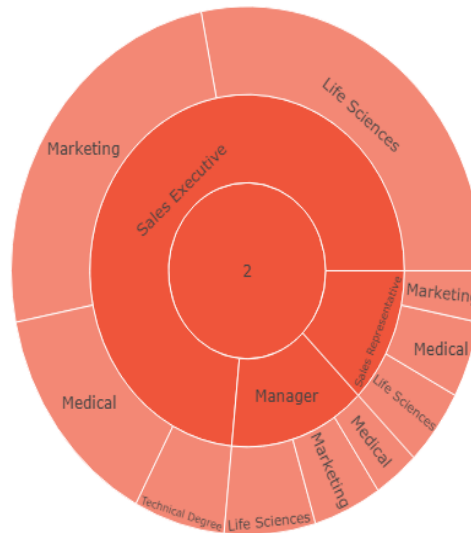
47 underperforming employees from Sales Executive have 7-9 years experience in current role

8 underperforming employees from Sales Representative have 8 years experience in current role

9 underperforming employees from Sales Manager have 9 years experience in current role
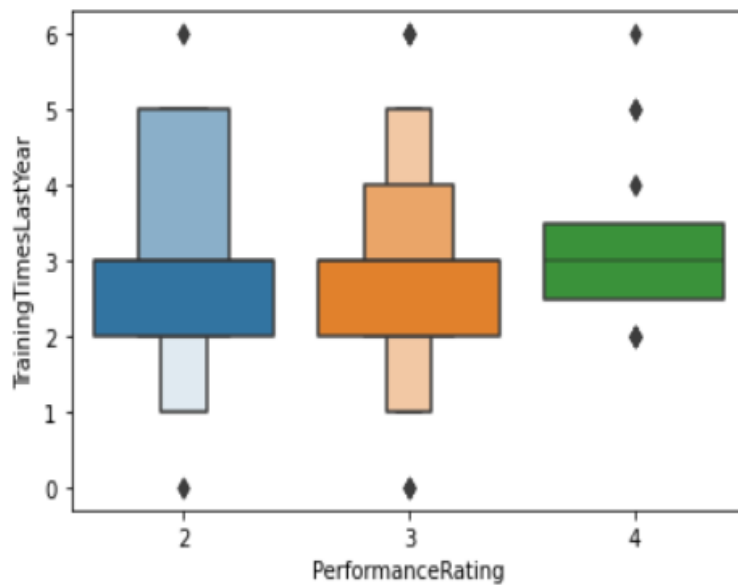
Employee Education : -

Out of 47 sales executives, 27 sales executive have education background other than marketing

Out of 8 sales representatives, 6 sales representatives have education background other than marketing

Out of 9 sales managers, 6 sales managers have education background other than marketing.

Learning and Development :-

Employees who attended more trainings have higher performance.

Rewards and Recognition :-

Maximum Sales Executive showing underlying performance lies between 11-16% percent salary hike

Maximum Sales Representative showing underlying performance lies between 11-25% percent salary hike

Maximum Sales Manager showing underlying performance lies between 12-23% percent salary hike
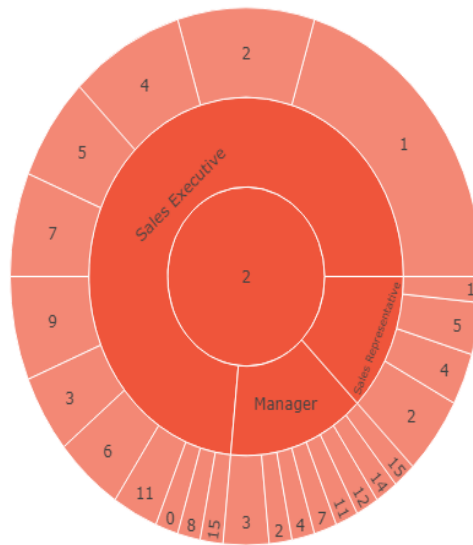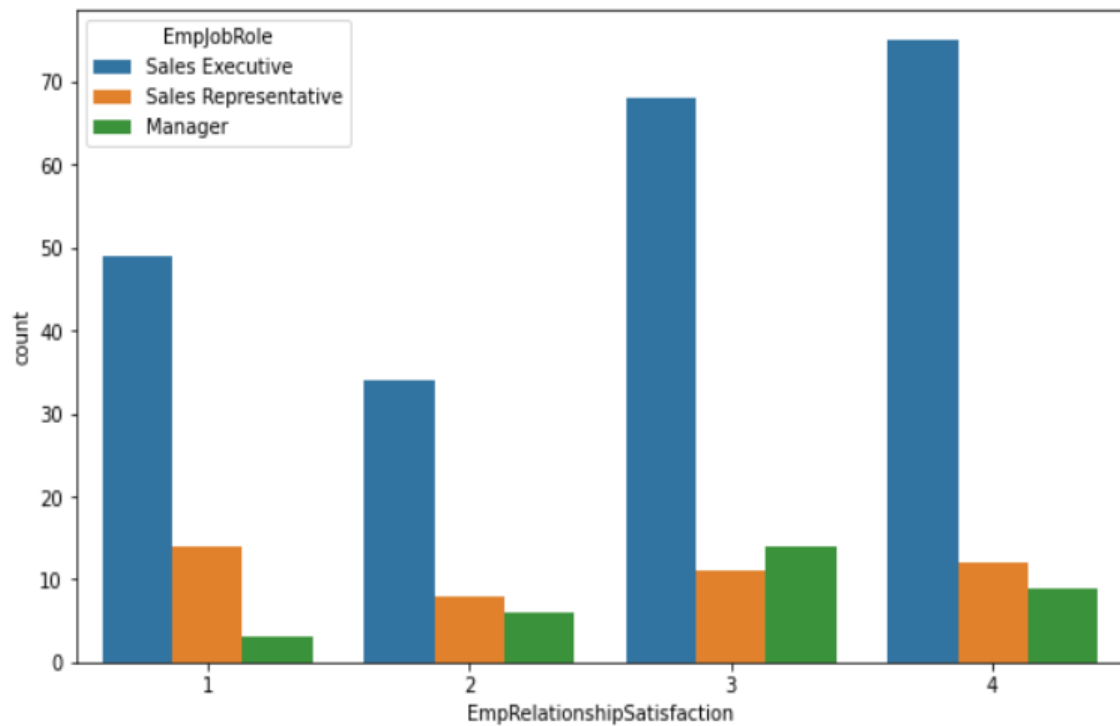
Maximum Sales Executive showing underlying performance lies between 0-1 year since last promotion

Maximum Sales Representative showing underlying performance lies between 2-5 years since last promotion
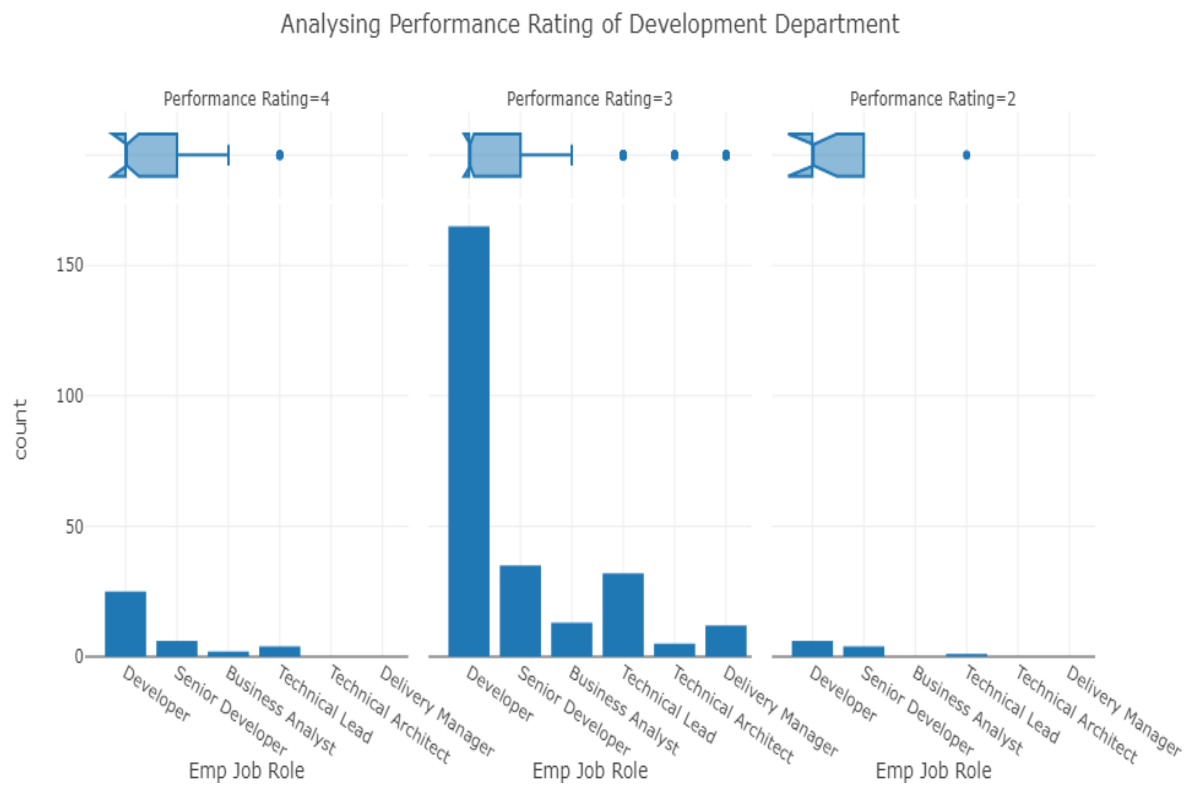
Maximum Sales Manager showing underlying performance lies between 7-15 years since last promotion.

Employee Relationship Satisfaction:-

Sales Executives are seen to have Employee Satisfaction Level : 1

Analysis of Development Department:

Analysing Performance Rating of Development Department

It is observed that maximum employees of Development department have Performance rating 3.

Analysis of Management Issues in the Development Department with various correlated parameter
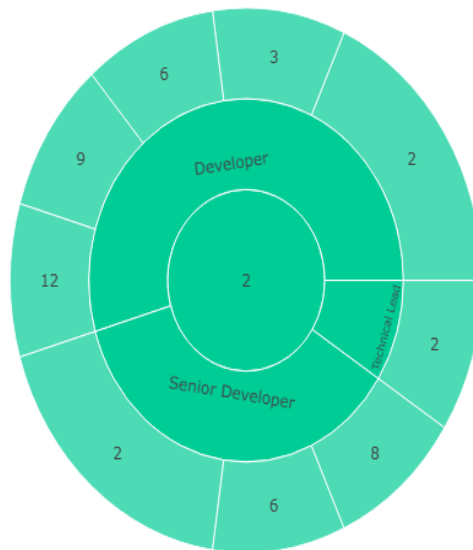
6 Developers showing underlying performance have 2 -12 years of experience with current manager

4Senior Developers showing underlying performance have 2-8 years of experience with current manager

Technical Leads showing underlying performance have 2 years of experience with current manager
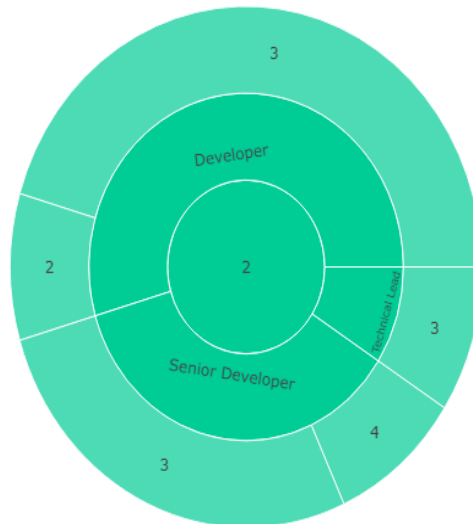
6 Developers showing underlying performance have 2 -25 years of experience with current manager

4Senior Developers showing underlying performance have 2 of experience with current manager

1 Technical Leads showing underlying performance have 2 years of experience with current manager.

Service Delivery Quality:-

Surprisingly, only 1 developer among 11 employees from Development dept. who under-performed have shown Job Involvement level 2.

Issues faced due to Travel (for development team) - Home to office distance:
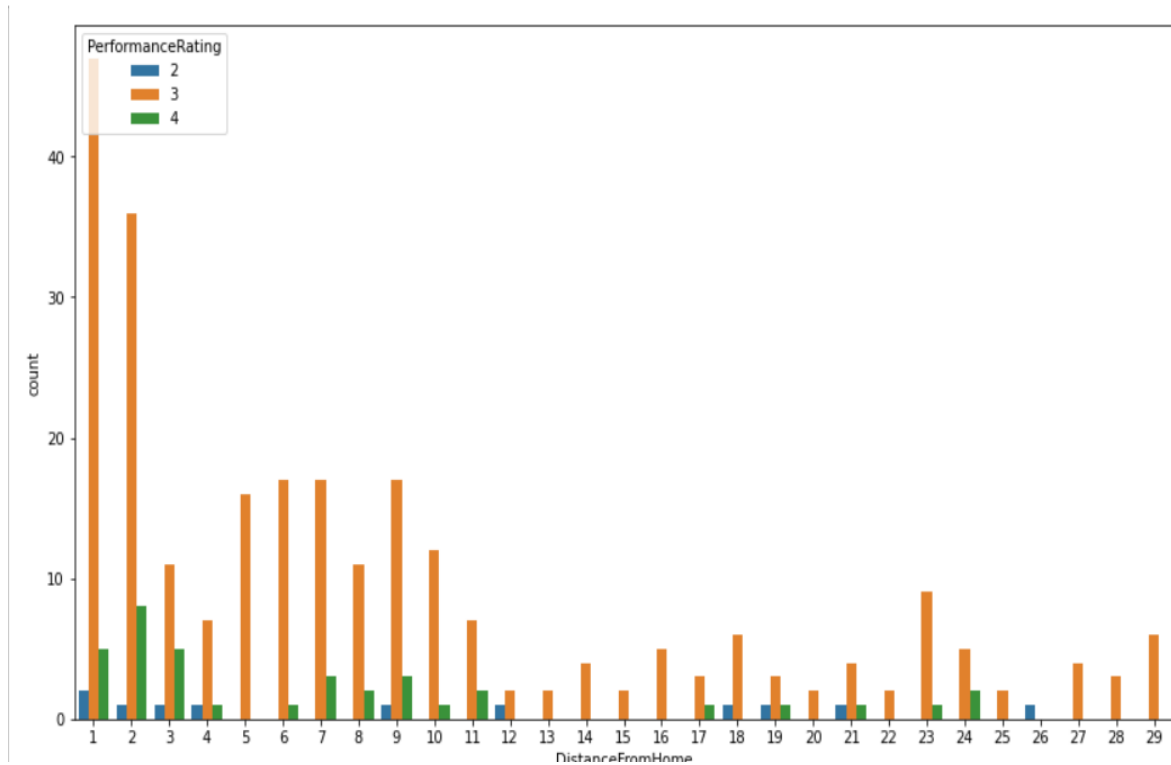
It is observed that maximum employees of Development team have no travel issues due to distance from home to office.
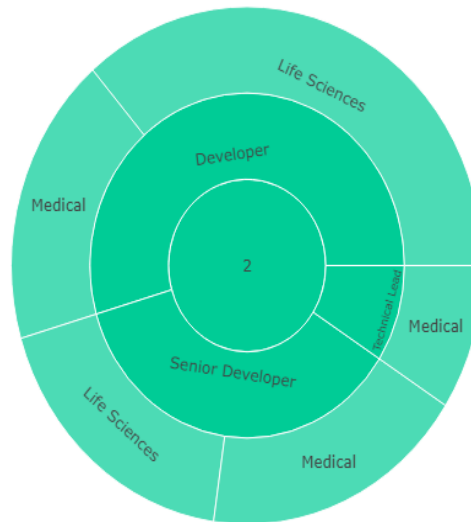
Number of working hours :

It is observed that Among 11 under-performing employees of Dev. Dept. 4 developers, 3 senior developers and 1 TL "DO NOT DO OVERTIME".

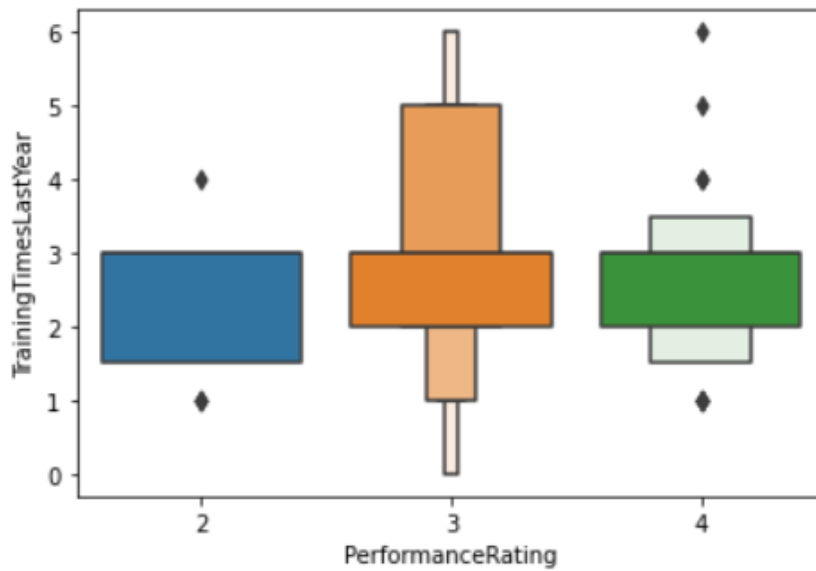# *Employee Satisfaction :*

only 1 sr. developer have low employee satisfaction

Employee Education :

Only 11 employees who shown underlying performance have different educational background.

Learning and Development

Employees who attended more trainings have higher performance

Rewards and Recognition :-

6 Developers showing underlying performance got between 11-17% salary hike

4Senior Developers showing underlying performance got between 11-14% salary hike

 1 Technical Leads showing underlying performance got between 12% salary hike.
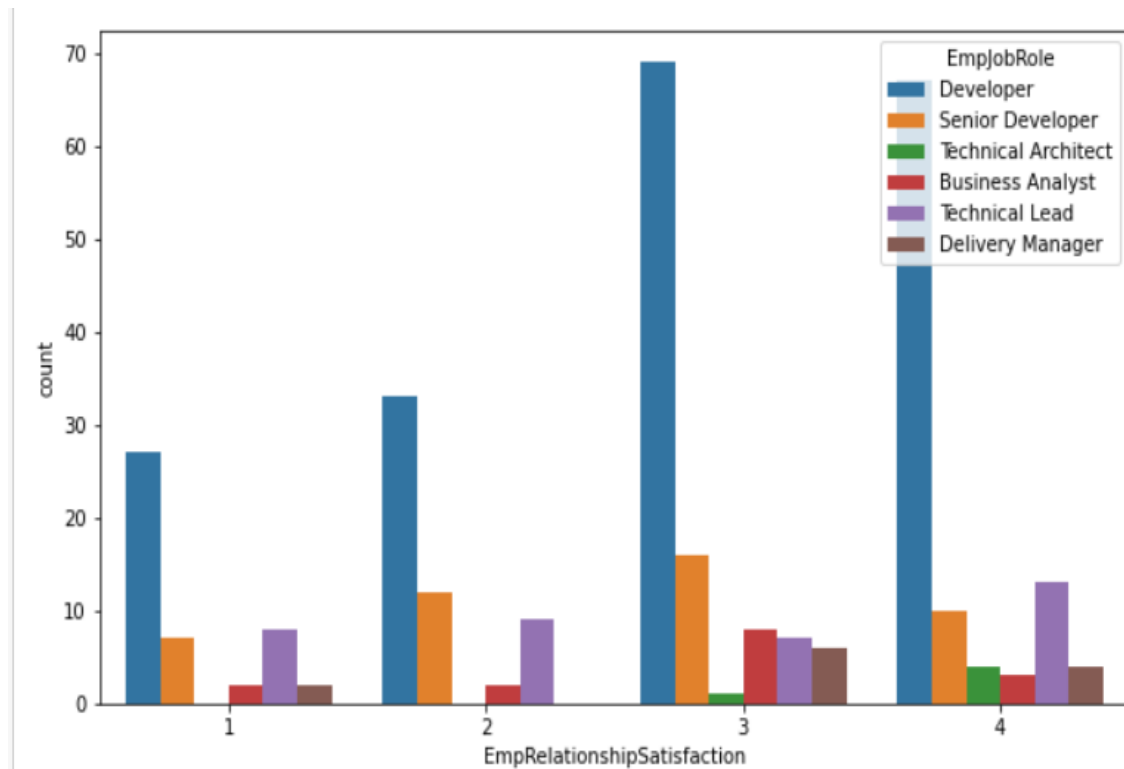
 6 Developers showing underlying performance lies between 1-8 years.

4Senior Developers showing underlying performance lies between 1-8 years.

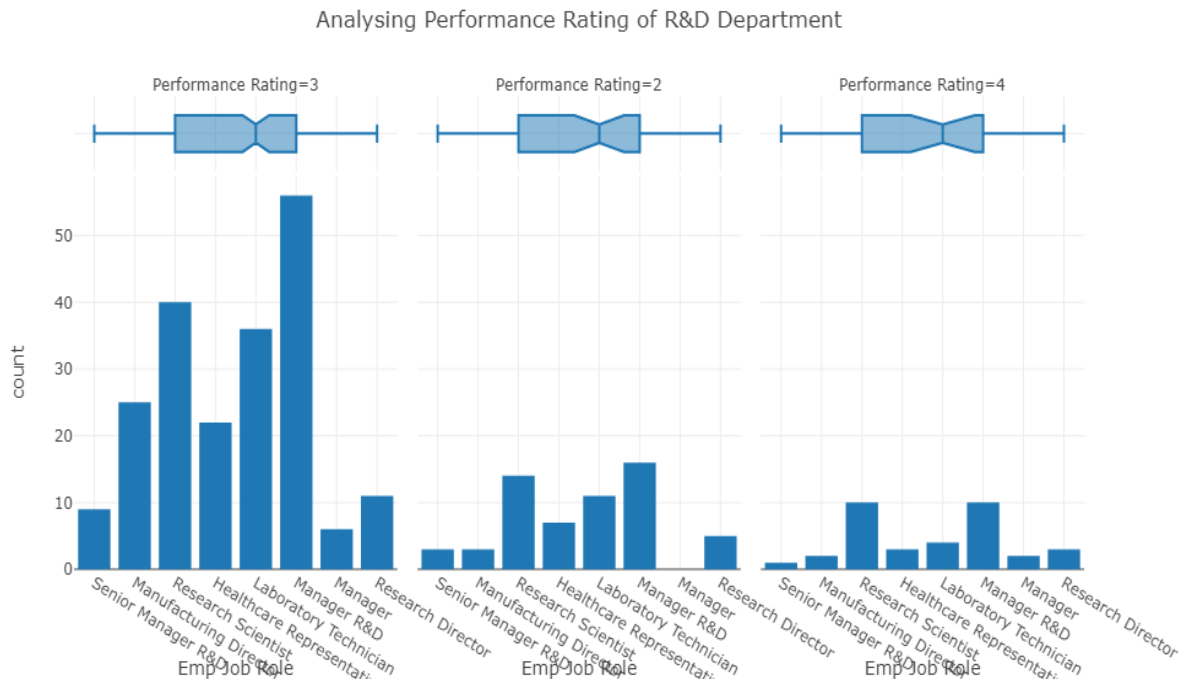1 Technical Leads showing underlying performance is 2 years

Employee Relationship Satisfaction:-

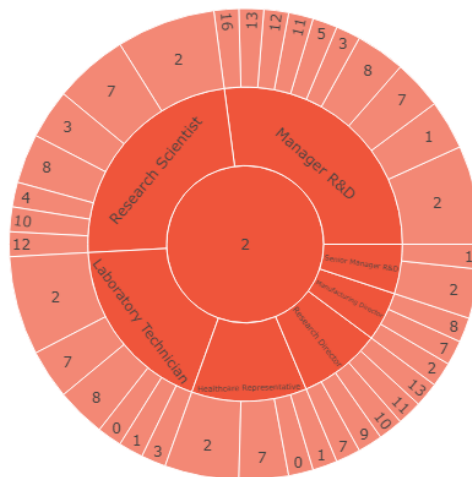Developers are seen to have Employee Satisfaction Level : 1

Analysis of R&D department:

R&D-Team distribution :-

It is observed that maximum employees of Development department have Performance rating is 3

Analysis of Management Issues in the R&D Department with various correlated parameter

14 Research Scientist showing underlying performance have 2 -12 years of experience with current manager

11 Laboratory Technicians showing underlying performance have 0-7 years of experience with current manager

7 Health-care representatives showing underlying performance have 7-10 years of experience with current manager
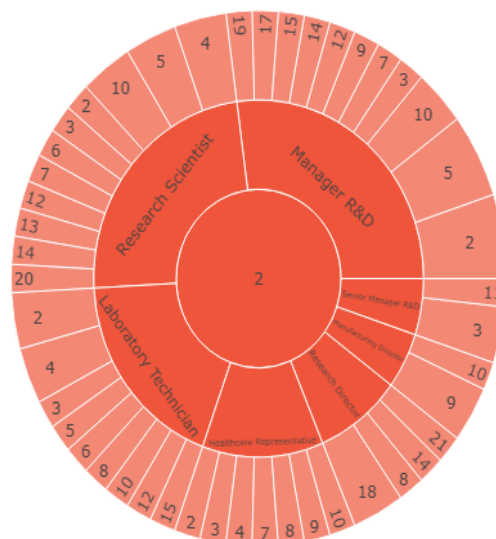
5 Research Director showing underlying performance have 8-13 years of experience with current manager

7 Health care representatives showing underlying performance have 7-10 years of experience with current manager

3 Manufacturing Director representatives showing underlying performance have 7-10 years of experience with current manager

3 Senior Manager R&D representatives showing underlying performance have 1-2 years of experience with current manager

16 Manager R&D representatives showing underlying performance have 11-16 years of experience with current manager.

14 Research Scientist showing underlying performance have 2 -20 years of experience with current company

11 Laboratory Technicians showing underlying performance have 3-15 years of experience with current company

7 Health-care representatives showing underlying performance have 2-10 years of experience with current company

5 Research Director showing underlying performance have 8-21 years of experience with current company

7 Health care representatives showing underlying performance have 7-10 years of experience with current company

3 Manufacturing Director representatives showing underlying performance have 9-10 years of experience with current company

3 Senior Manager R&D representatives showing underlying performance have 11 years of experience with current company
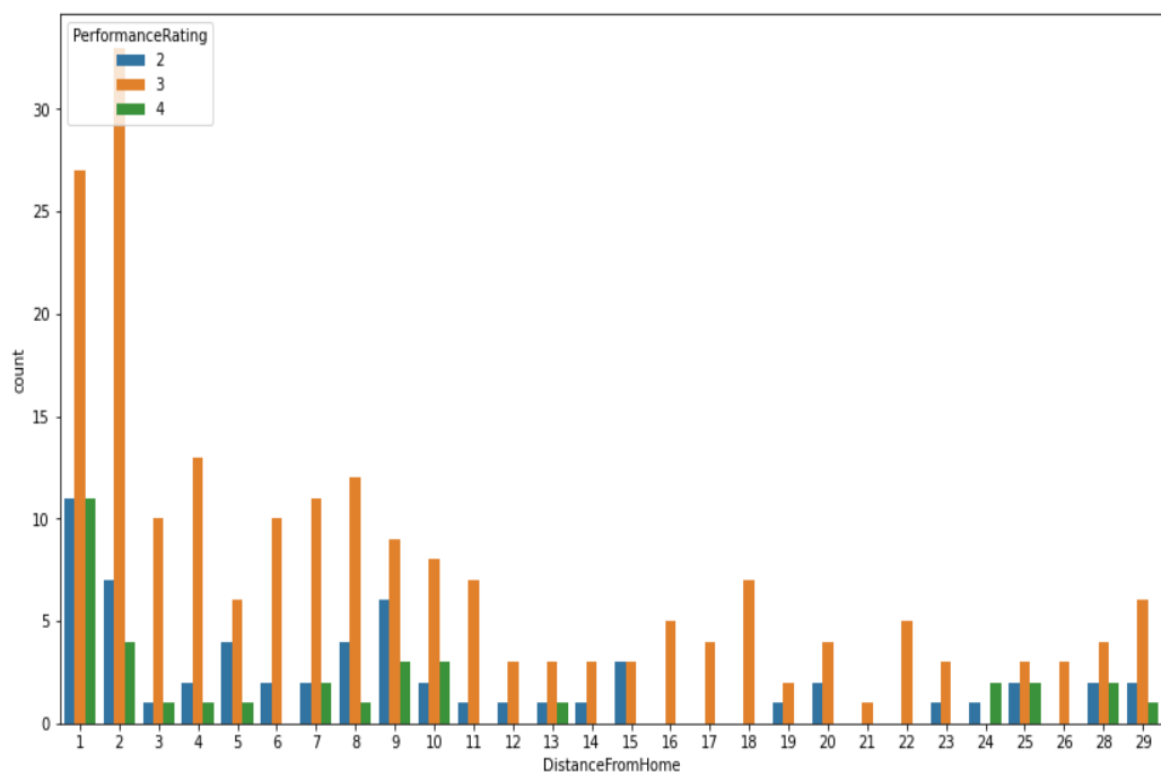
16 Manager R&D representatives showing underlying performance have 10-19 years of experience with current company.

Service Delivery Quality :-
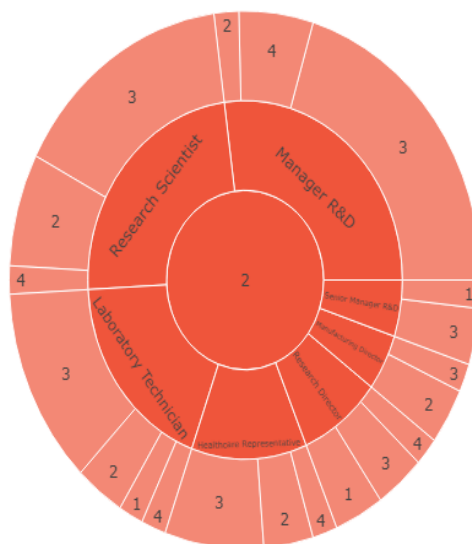
1 Lab Technician, 1 research director, 1 senior manager R&D have shown job involvement level as 1.

Issues faced due to Travel (for R&D team) - Home to office distance
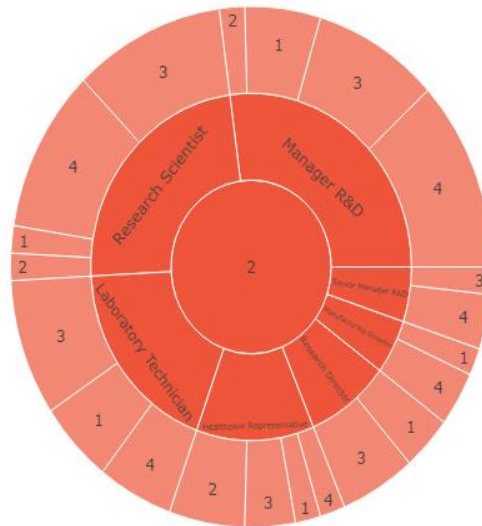

It is observed that maximum employees of R&D team who are staying nearby to office are showing underlying performance.

Number of working hours :

It is observed that Among 59 under-performing employees of R&D Dept. 12 Research Scientist, 10 lab technicians, 7 healthcare representative, 4 research director 2 manufacturing director, 3 senior manager and 12 manager r&d DO NOT DO OVERTIME.
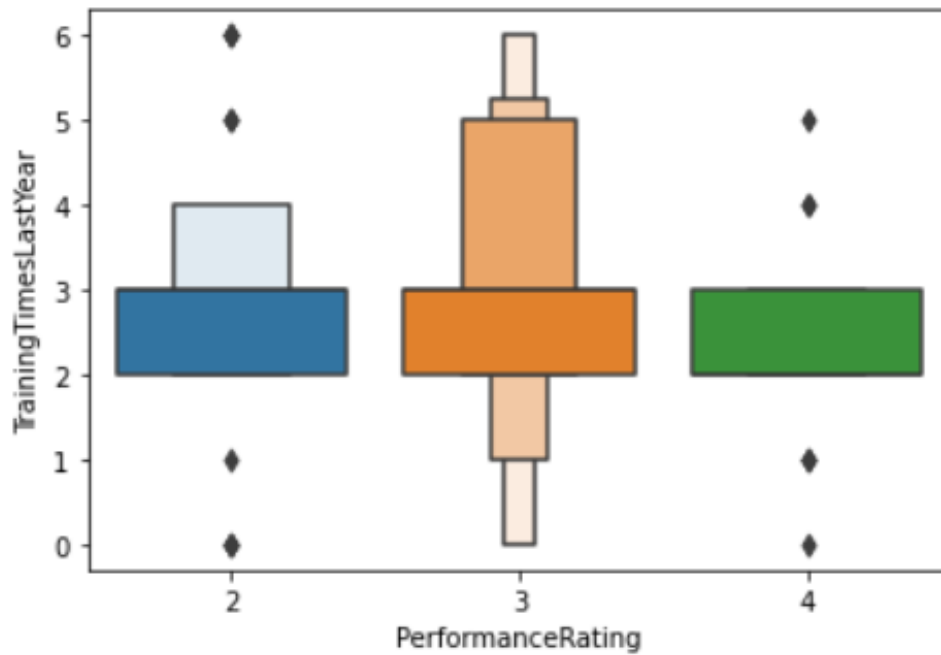
Employee Satisfaction :

It is observed that Among 59 under-performing employees of R&D Dept. 1 Research Scientist, 3 lab technicians, 1 healthcare representative, 2 research director, 1 manufacturing director and 3 manager r&d are NOT SATISFIED WITH THEIR JOB.
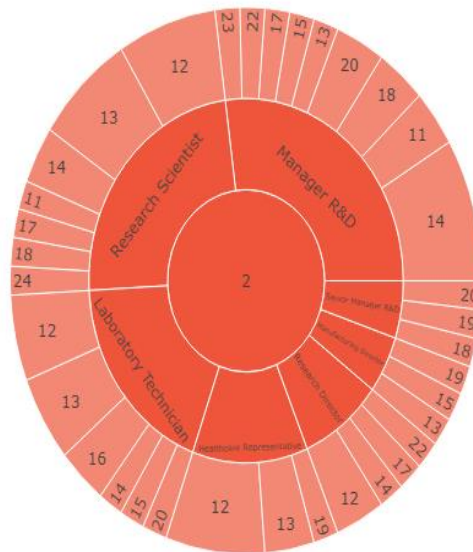
Employee Education :
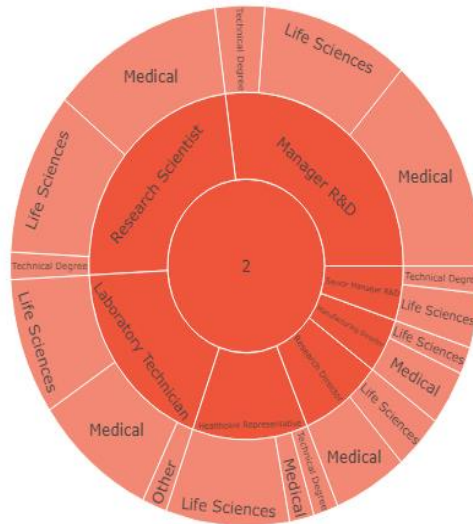
Maximum employees who shown underlying performance have educational background related to their field.
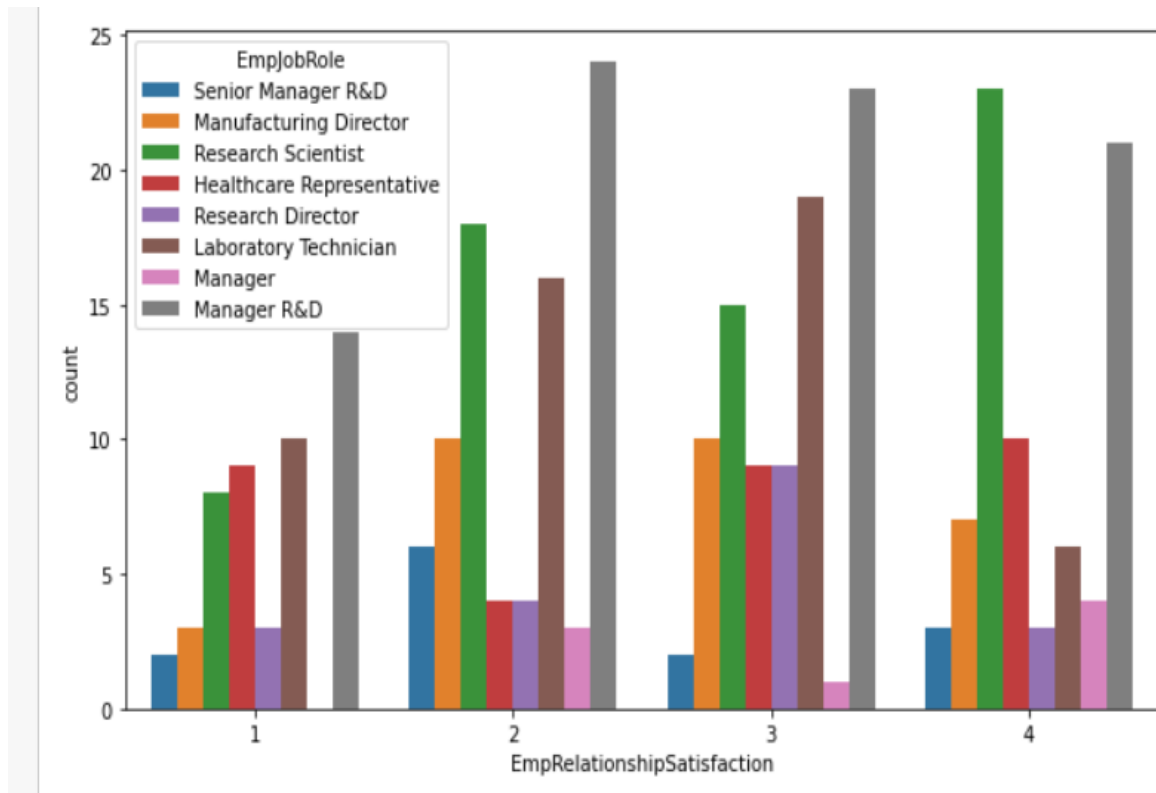
Learning and Development :

Employees who attended more trainings have higher performance

Rewards and Recognition

59 employees of R&D department who shown underlying performance have got hikes between 11-23%.

59 employees of R&D department who shown underlying performance have got promoted between 11-12 years.

Employee Relationship Satisfaction :-

Manager R&D are seen to have Employee Satisfaction Level : 1