**problem with the data provided and how to solve the problem**

Inconsistency in the data - Column 'staff\_kpi\_objective', ’perf\_target’, ’perf\_actual’ and ‘perf\_score\_prediction’ have a mixture of data types

**Solution (cleaning the data)**

**a.** This can be solved by creating a column for each data type. That is, a single column for values in percentage form and another column for actual values before converting to percentage.

**b.** You can remove prefix (#,%) in some values in column 'staff\_kpi\_objective' to make the column consistent.