**Employee’s Performance for HR Analytics using Recommendation Engine**

Employee performance for HR analytics can provide valuable insights to organizations in terms of employee engagement, productivity, and overall organizational effectiveness. HR analytics involves using data to make informed decisions about human resources and employee-related matters.

**Dataset details:**

**1. Introduction**

Overview of the HR Analytics Project  
Importance of Analyzing Employee Performance  
**2. Dataset Description**

Explanation of the Columns in the Dataset  
Meaning and Role of Each Column  
**3. Employee ID**

Unique Identifier for Each Employee  
Tracking Employee Performance Using ID  
**4. Department**

Categorization of Employees into Different Departments  
Impact of Department on Performance  
**5. Region**

Geographical Region of Employee's Work Location  
Regional Differences in Performance  
**6. Education**

Employee's Educational Background  
Relationship between Education and Performance  
**7. Gender**

Distribution of Employees by Gender  
Gender-Based Performance Analysis  
**8. Recruitment Channel**

Source through which Employees were Recruited  
Performance Comparison Based on Recruitment Channel  
**9. Number of Trainings**

Count of Training Programs Attended by Each Employee  
Effect of Training on Performance  
**10. Age**

Age of Employees  
Impact of Age on Employee Performance  
**11. Previous Year Rating**

Performance Rating of Employees from the Previous Year  
Relationship between Previous Year Rating and Current Performance  
**12. Length of Service**

Duration of Employment with the Company  
Employee Performance Based on Tenure

**Following are the conclusion from the project:**

* Employee’s length of service as maximum outliers and with the median of 5.
* By the hist plot we can tell that employee's performance are decreasing according to their age.
* Operations department is having the maximum length of service.
* we can tell that length of service meets max at 3 for sales and marketing.
* Most of the employers had completed bachelors and least of the employers had done below secondary
* We can see that in sales and marketing employees are highly recruited for other.
* Employees are working actively between the age of 30-40.
* From the above recommendation analysis, we had found that sales and marketing is having high rate of employees, legal and R&D is having low rate of employees.
* I conclude that hr should concentrate on sales and marketing and operations department employers satisfying their requirements, as it will help in company growth