**PROJECT ANALYSIS**

1. **Questions**
2. How many projects were completed in total
3. How do various geographical factors (Locations) influence employee productivity
4. How do organizational policies influence employee productivity (Remote days)
5. How does Work life balance, remote days and Productivity relate
6. Age & Productivity: Is there a link between employee age groups and their productivity levels?
7. Salary distribution between the various Job roles
8. Does salary distribution vary based on location
9. Tenure & Salary: How do salaries change with employee tenure?
10. **Insights**

Here are the main takeaways from the dashboard:

1. The average weekly hours of workers is 47.32. Employees are likely **overworking**, possibly under pressure to meet targets.
2. 50015 projects were completed in total where the average amount completed by a worker is 5
3. Based on locations, people in London, UK tend to have highest productivity ratings with the least being Berlin, Germany
4. Those with higher remote days have high work life balance
5. Employees working **5 remote days** have **higher total productivity** compared to those with fewer or zero remote days.
6. Age Distribution in Productivity: Middle-aged adults and adults make up the largest groups across all productivity levels. **Seniors** show very limited performance contribution, possibly due to retirement or physical limitations
7. Salary fluctuates over tenure. No consistent upward trend, which is odd.
8. The number of Workers in the various Job roles are almost the same throughout but surprisingly, the total minimum salary range for associates and interns are higher than that of Managers and Directors.

**Implication: This indicates a potential imbalance in the salary structure.**

1. Tokyo, Japan seems to distribute Salaries properly with the directors earning more followed by Managers but New York, USA does the vice versa
2. **Recommendation**

Recommendations for End-Users

Based on these insights, here are actionable recommendations:

1. The current imbalance suggests entry-level staff collectively earn more than leadership, potentially demotivating key decision-makers. Reassess the salary structure to ensure Managers and Directors earn more than Interns and Associates
2. Globally, **40 hours/week** is the usual full-time standard. Keep average hours **below 45 hours/week**, unless employees are **highly engaged** and **well-compensated** for overtime.
3. **Encourage flexible or remote work policies** because data shows employees with more remote days are significantly more productive and balanced.
4. **Leverage the strengths of middle-aged and adult workers** by placing them in key roles and mentorship programs, since they show the highest productivity ratings. Or Create training programs based on age group productivity trends where middle agers train the other age groups.
5. **Investigate low productivity in Germany** by assessing management styles, infrastructure, and employee satisfaction to identify and fix underlying issues. Or investigate best practices in London and try to replicate them in Berlin
6. **Establish a consistent and motivating salary progression path** across tenure to prevent dips that can demotivate employees and increase turnover risk.
7. **Optimize project distribution across job roles** to avoid underutilization and ensure maximum output from the available workforce.
8. **Conduct regular salary and performance audits** to maintain fairness, close pay gaps, and align rewards with actual contributions
9. **Conclusion**

This analysis has revealed critical insights into how work patterns, job roles, compensation, and workplace policies are influencing employee performance and well-being across the organization. Key findings such as the positive impact of remote work, workload imbalances, and salary misalignments highlight opportunities for both optimization and innovation.

By addressing these gaps especially in salary structure and workload management — the company can not only improve productivity but also strengthen leadership retention, employee satisfaction, and long-term organizational efficiency

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