

# **HR Data Analytics Project Summary**

## **Promotion Readiness Insights**

- 373 employees were identified as 'Ready for Promotion' based on performance and tenure criteria.
- The top 2 job roles had 69 ready employees; the top 3 roles accounted for 148.
- 425 employees were not yet ready for promotion, indicating a majority require further development.
- Some roles or departments had no readiness, showing potential training or growth gaps.

## **Compensation vs. Performance Insights**

- Average MonthlyIncome for PerformanceRating 3: \$6,534; for PerformanceRating 4: \$6,313.89.
- Roles such as HR, Research Scientists, and Lab Technicians showed minimal compensation growth despite high performance.
- Sales Representatives showed a positive pay-performance trend.
- Compensation trends are inconsistent across roles, suggesting misalignment with performance ratings.

## **Executive Summary**

This project used Power BI to explore promotion readiness and compensation equity across roles. Promotion eligibility was linked to tenure and performance, revealing that only a subset of employees are prepared for advancement. On the compensation side, inconsistencies were identified where high performance didn't correlate with higher pay in several roles. These insights enable HR teams to refine succession planning and ensure fair, performance-aligned compensation.