

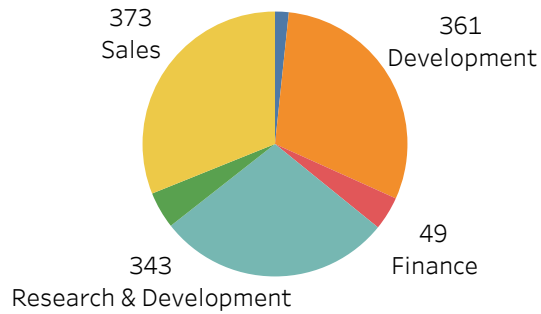
Emp Department  
All

## Emp Overview

Performance Rating  
All



Department Wise Emp. Count



Total Emp

1,200

Emp Count

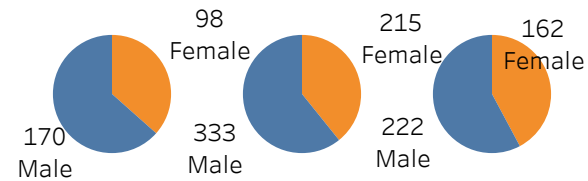
1,200

Marital Status

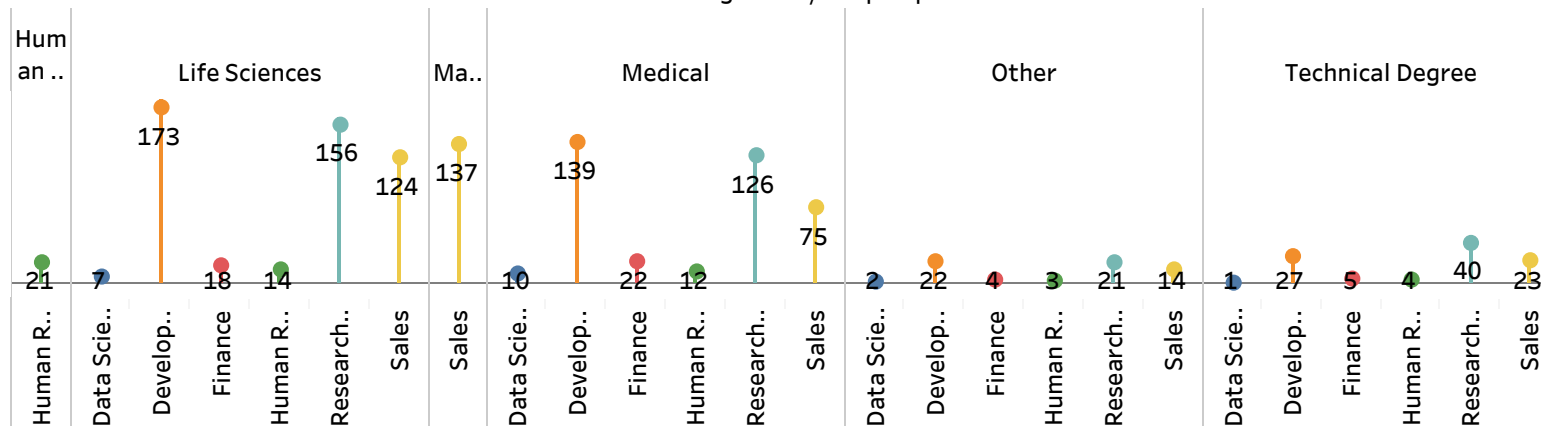
Divorced

Married

Single



Education Background / Emp Department



\*Gender, Marital status of employee is not having much influence on the performance rating

\* Upon observation, further investigation is required for the Sales, Research & Development departments.

\*Employee's educational background in the sales department is influencing performance rating to some extent.

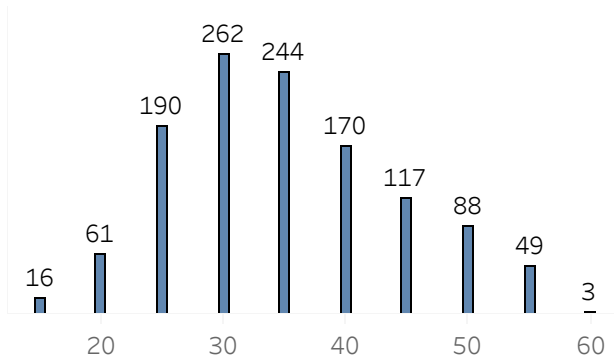


## Emp Overview Cont.,

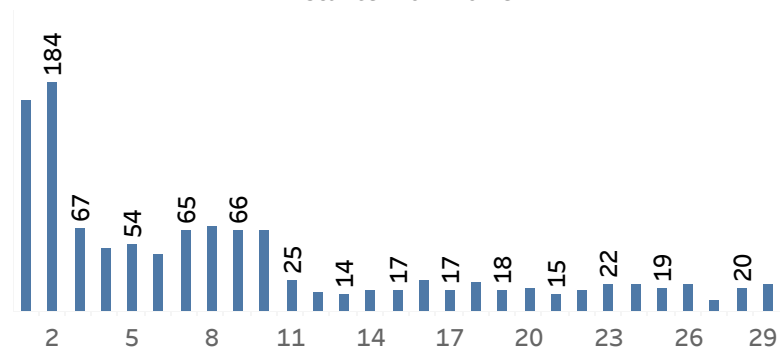
Performance Rating  
All



Age Distribution

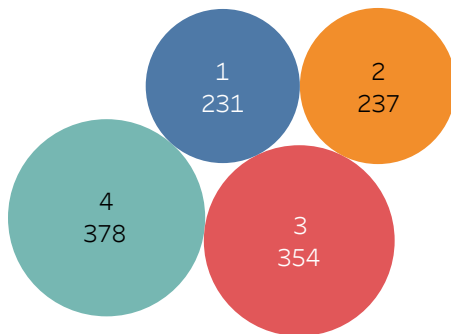


Distance From Home

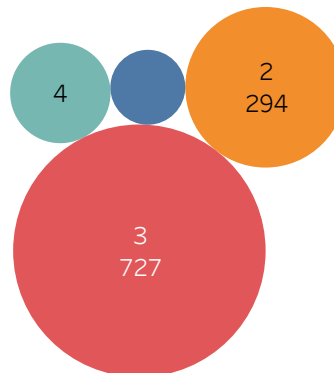


1 'Low' : 2 'Medium' : 3 'High' : 4 'Very High'

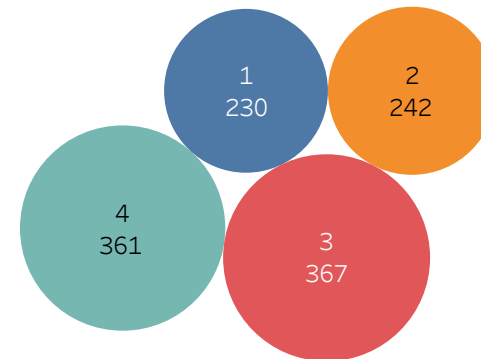
Job Satisfaction



Work Life Balance



Env Satisfaction



\*Employee age, job satisfaction, work-life balance, and dist. from home are not having much influence on the performance rating

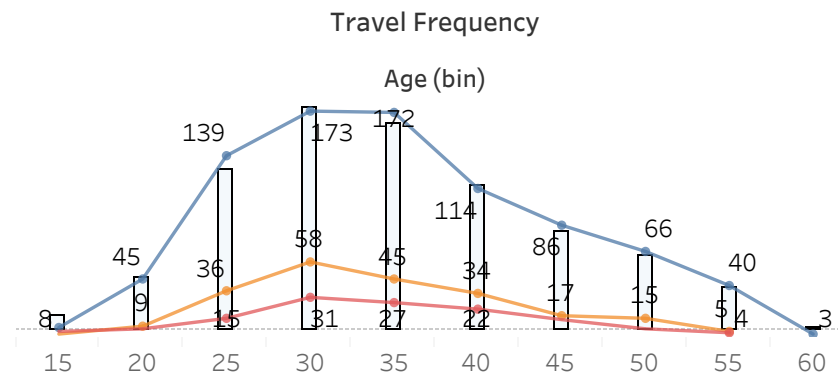
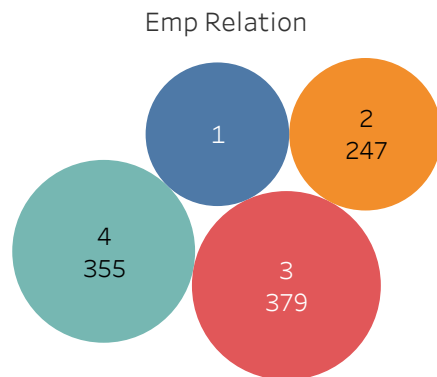
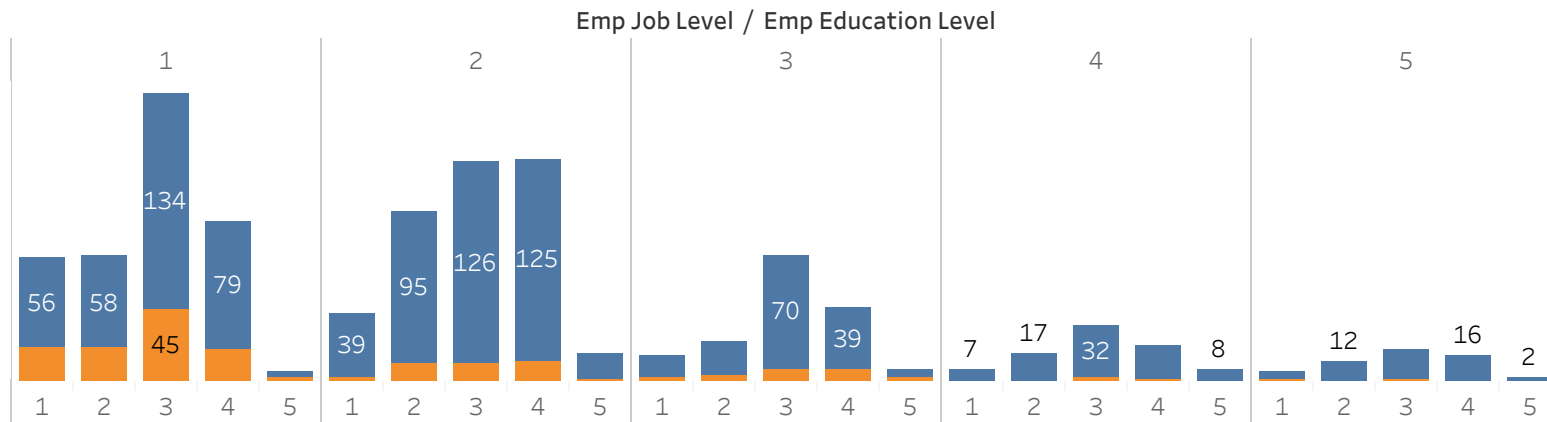
\*Employees with less environmental satisfaction (1 or 2) are having a low-performance rating



## Attrition and Travel info

Performance Rating

All



\*Employees from low job levels are showing more attrition. However, performance has no observable effect on attrition and vice versa.

\*Employee travel rarely are having low performance than frequently travel employees



## Hourly Rate and Overtime

Performance Rating

All



Sales, Research & Development departments are having more percent of low-performance rating employees compared to other departments. Hence...



\*For performance rating 2: count of employees with fewer salary hikes are more (than high salary hikes)

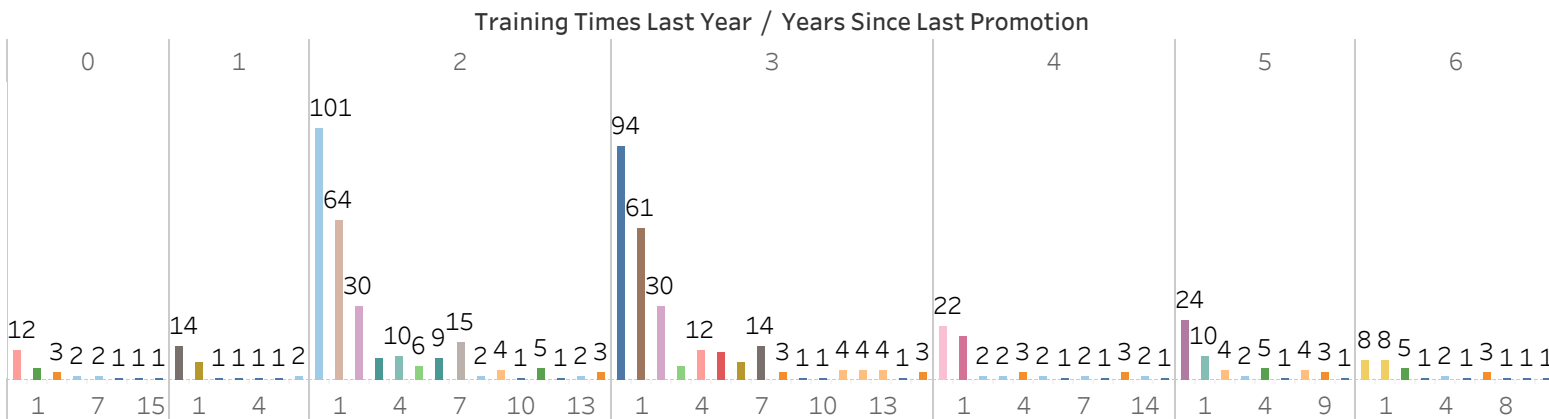
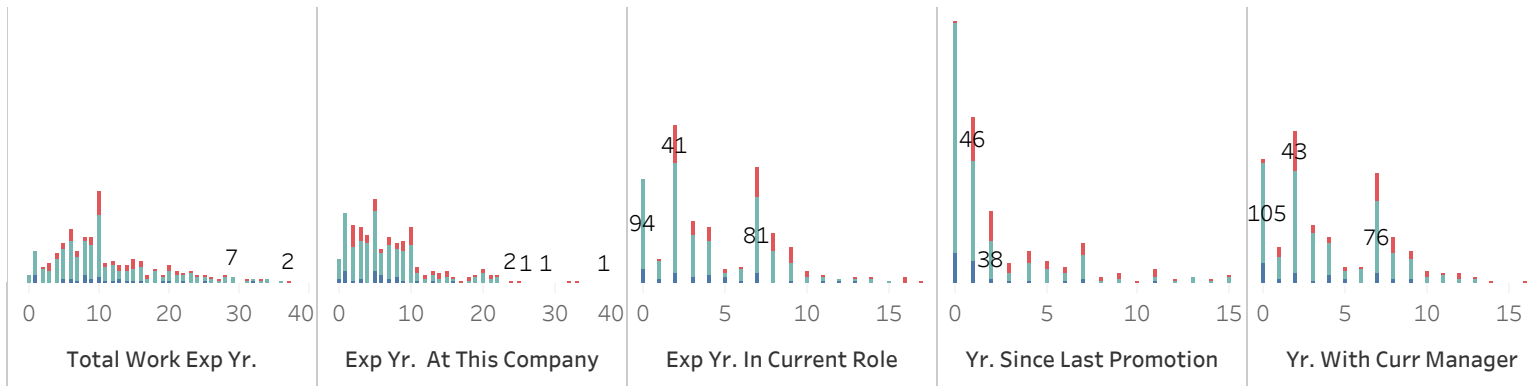
\*The percentage of employees doing overtime is less. Also, over time has not had much effect on the performance rating ..

## Experience Trends and Training Info

Performance Rating  
All



## Sales, Research & Development department experience and training analysis



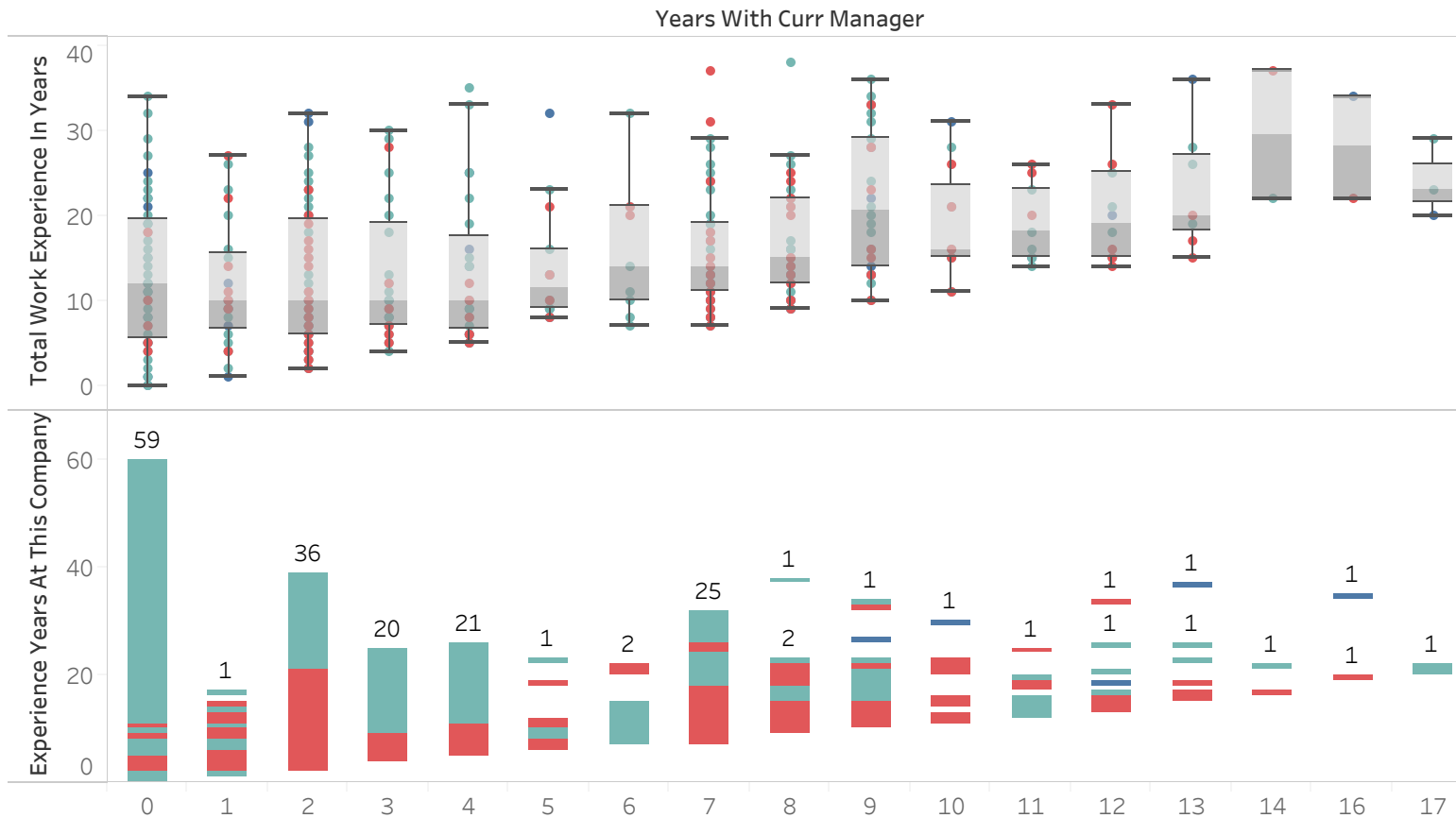
\*1 and 2 years since the last promotion are having low-performance ratings than others. Although with 2,3 times of training there is no observable improvement in performance rating. An increase in training times might result in better performance.



## Work Exp and Manager Relation

Performance Rating  
All

Sales, Research & Development department work experience analysis



Employees having 2 and 7 years of association with the manager are showing low-performing patterns. However, further investigation/ data is required to analyze the manager association.