ABC Ltd. Employee Performance - Project

ABC Ltd. (referred as ABC), is one of the leading data analytics and automation solutions provider with over 15 years of global business presence. ABC is consistently rated as top 20 best employers past 5 years. ABC human resource policies are considered as employee friendly and widely perceived as best practices in the industry.

Recent years, the employee performance indexes are not healthy and this is becoming a growing concerns among the top management. There has been increased escalations on service delivery and client satisfaction levels came down by 8 percentage points.

The CEO of the company knows the issues but concerned to take any actions in penalizing non-performing employees as this would affect the employee morale of all the employees in general and may further reduce the performance. Also, the market perception best employer and thereby attracting best talents to join the company.

Mr. Brain decided to initiate a data science project, which analyses the current employee data and find the core underlying causes of this performance issues. Mr. Brain, being a data scientist himself, expects the findings of this project will help him to take right course of actions. He also expects a clear indicators of non performing employees, so that any penalization of non-performing employee, if required, may not significantly affect other employee morals.

The following insights are expected from this project.

1. Department wise performances

2. Top 3 Important Factors effecting employee performance

3. A trained model which can predict the employee performance based on factors as inputs. This will be used to hire employees

4. Recommendations to improve the employee performance based on insights from analysis.

You need to submit the following four components:

- **Python commented file** : Should include detailed comments and to be pushed to your git account.

- **Presentation**: Make a presentation including both technical and business aspects. The presentation should be concise, clear, and to the point.