

Analisis Kinerja Pegawai berdasarkan Hasil Training

Ratih Malini





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Education

*S1 Sistem Informasi – Universitas Indonesia
2008 – 2012*

Working


*BKB Nurul Fikri 2010 – 2020
BKPSDM Kota Serang 2021 – Sekarang*

On the left side of the slide, there are three overlapping parallelogram shapes. The top one is black, the middle one is a light orange, and the bottom one is a darker orange. They are all slanted to the right.

Project Background

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Proyek ini bertujuan untuk melakukan analisis terkait *Key Performance Indicator* (KPI) pegawai di setiap departemen dan salah satu yang mempengaruhinya. Dataset diproses dengan metode Batch Processing menggunakan Apache Airflow dan divisualisasikan dengan menggunakan Metabase untuk analisis lebih lanjut.

A large black parallelogram is positioned on the left side of the slide. Overlapping its bottom edge are two smaller parallelograms: a light orange one in front and a darker orange one behind it, both pointing towards the bottom right.

Problem Statement

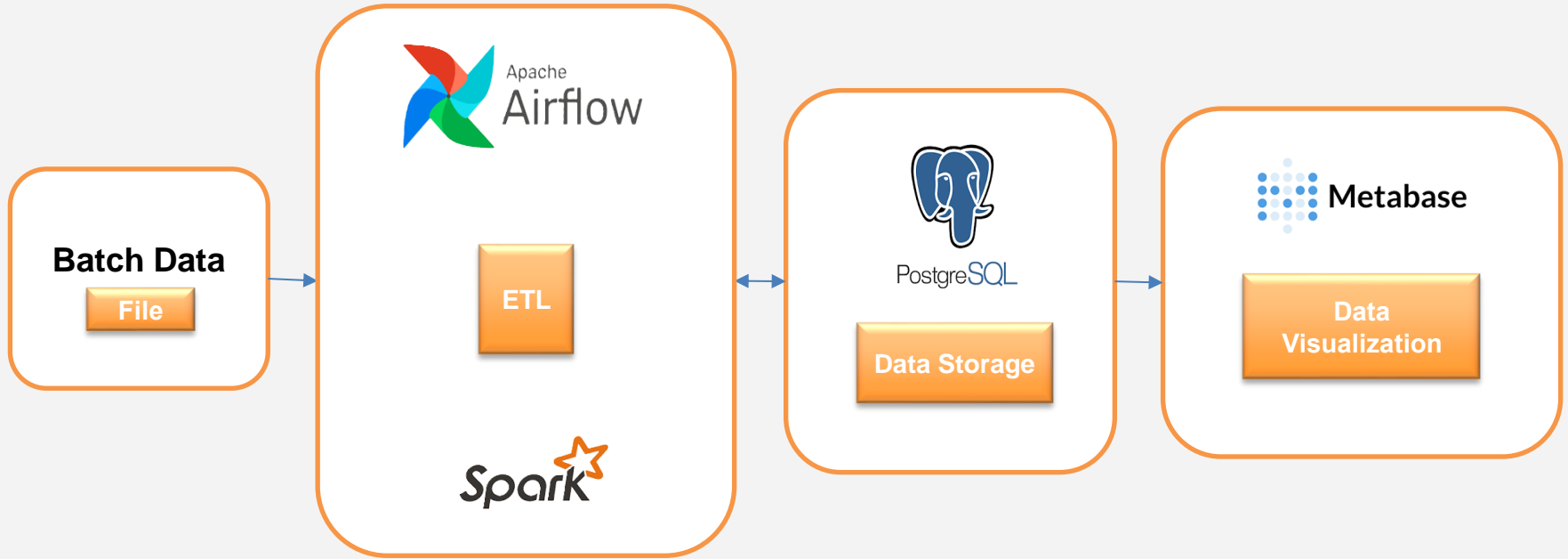
Problem Statement

- Masih adanya departemen dengan nilai KPI rendah
- Masih adanya departemen dengan hasil training yang rendah

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Data Platform Understanding

Data Platform Understanding



A large black parallelogram is positioned on the left side of the slide. Overlapping its bottom edge are two smaller parallelograms: a light orange one on top and a darker orange one below it, both tilted at the same angle as the black shape.

Data Understanding

Data Understanding

Sumber : <https://www.kaggle.com/datasets/sanjanchaudhari/employees-performance-for-hr-analytics/data>

Jenis Data : CSV

Kualitas Data :

- 13 kolom
- 17.417 baris
- Missing values pada kolom
 - education : 771
 - previous_year_rating : 1.363
- Duplikasi data

A large black parallelogram on the left side of the slide, with two overlapping orange parallelograms positioned below it, creating a layered effect.

Transformation & Consideration

Transformation & Consideration

Method :

- Batch Processing

Tool :

- Spark

Transformation :

- Missing values
- Duplikasi

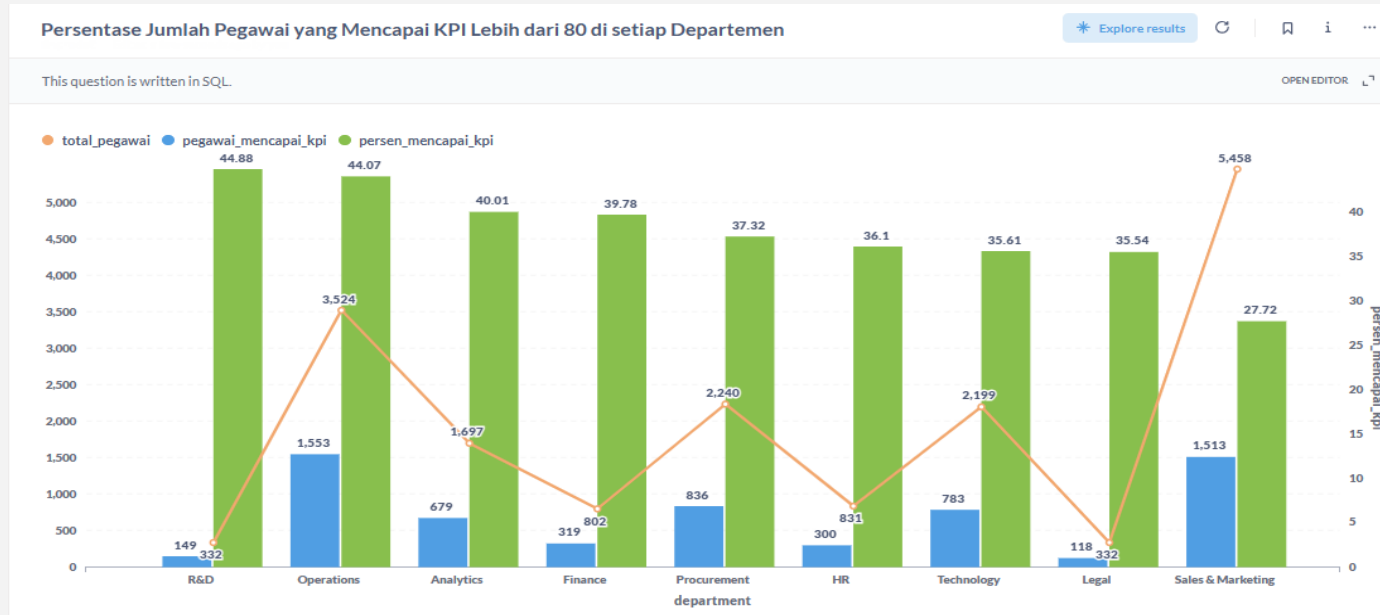
A large black parallelogram on the left side of the slide, with two overlapping orange parallelograms positioned below it, creating a modern, abstract design.

Data Visualization

Data Visualization



Data Visualization



Data Visualization

Persentase Pegawai yang mencapai KPI dan Rata-Rata Skor Pegawai tiap Departemen

This question is written in SQL.

department

persen_rerata_skor_pelatihan

persen_mencapai_kpi

korelasi

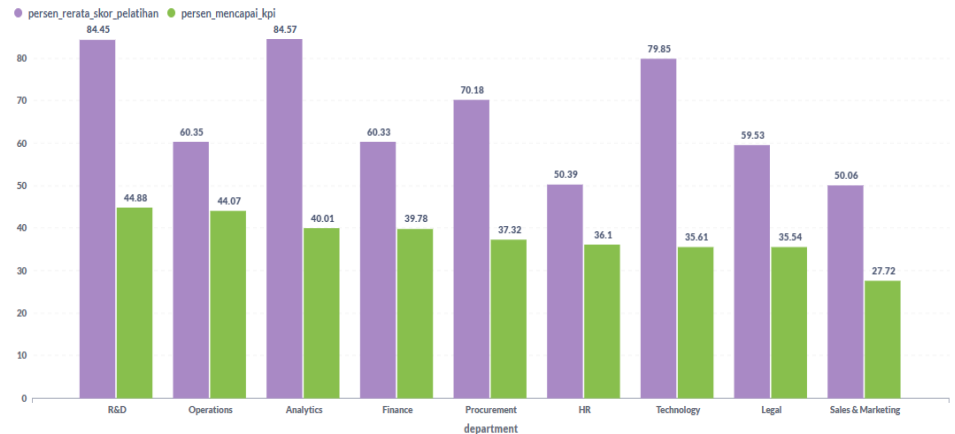
R&D	84.45	44.88	0.52
Operations	60.35	44.07	0.52
Analytics	84.57	40.01	0.52
Finance	60.33	39.78	0.52
Procurement	70.18	37.32	0.52
HR	50.39	36.1	0.52
Technology	79.85	35.61	0.52
Legal	59.53	35.54	0.52
Sales & Marketing	50.06	27.72	0.52

Persentase Pegawai yang mencapai KPI dan Rata-Rata Skor Pegawai tiap Departemen

Explore results

OPEN EDITOR

This question is written in SQL.



A large black parallelogram on the left side of the slide, with two overlapping orange parallelograms positioned below it, creating a modern, abstract background design.

Conclusion & Recommendation

Conclusion & Recommendation

Platform pada proyek ini mampu mengolah dan menyajikan data dengan baik dengan hasil analisis yang didapat dari hasil visualisasi berupa :

1. Rata-rata skor pelatihan terendah : Legal, HR, Sales & Marketing
2. Persentase KPI terendah : Technology, Legal, Sales & Marketing
3. Adanya pengaruh antara rata-rata skor pelatihan dengan kenaikan KPI

Conclusion & Recommendation

Rekomendasi

1. Evaluasi metode pelatihan dan hasilnya secara berkala
2. Analisis terhadap faktor lain yang mungkin mempengaruhi kinerja
3. Benchmarking dengan departemen dengan nilai KPI tinggi

A large, stylized graphic on the left side of the slide. It consists of a blue outline of a person's head and shoulders. Inside the head is a large orange circle with a smaller orange circle in the center. Inside the shoulders is a large orange circle with a smaller orange circle in the center.

**Terima
Kasih.**