**Overall Summary**

* **Total Employees:** 100K
* **Active Employees:** 90K (≈ 90%)
* **Resigned Employees:** 10K (≈ 10%)
* **Average Performance Score:** 3.0
* **Average Salary:** ₹6.4K
* **Average Employee Satisfaction:** 3.0

**Demographics Insights**

1. **Education Level:**
   * Most employees are **Bachelor’s degree holders (50%)**, followed by **High School graduates (30%)**.
   * Only **5%** have a PhD, showing that higher education is not a key requirement for most roles.
2. **Gender Distribution:**
   * **Male employees dominate (≈ 48%)**, while **female employees make up ≈ 48%**, and others ≈ 4%.
   * Indicates a **balanced gender ratio**, supporting diversity.
3. **Department Distribution:**
   * All departments have a nearly **equal workforce (≈ 11K each)**, indicating balanced organizational structure.

**Productivity Insights**

1. **Department-Wise Productivity:**
   * **Marketing, Operations, and Customer Support** show the **highest total performance scores**.
   * **Average team size** is consistent across departments (≈10 members).
2. **Work Hours vs Overtime:**
   * Overtime fluctuates between **145K–155K hours per week**, suggesting high workload variance.
3. **Training Impact:**
   * Employees with **around 49–50 training hours** show **performance scores between 3–5**, implying **training contributes to better performance**.

**Compensation & Promotion Insights**

1. **Salary Overview:**
   * **Average monthly salary:** ₹6.4K across all departments, showing equitable pay.
   * **Managers and Engineers** have the **highest pay** (₹111K–₹112K), while **Technicians** earn the least (₹65K).
2. **Promotion Trends:**
   * Departments like **Marketing, Finance, and Operations** have **slightly higher promotion counts (~11.2K)** compared to others.
   * Suggests **growth opportunities are well distributed**.
3. **Performance vs Salary:**
   * Higher performance scores are aligned with **higher salary brackets**, validating **merit-based pay structure**.

**Engagement & Retention Insights**

1. **Attrition Rate:**
   * Stable over years with **~10% attrition**, indicating good **employee retention**.
2. **Satisfaction vs Performance:**
   * Correlation shows **employees with higher satisfaction also perform better**.
   * Suggests **positive work environment and engagement programs** are effective.
3. **Department Satisfaction:**
   * Satisfaction levels are consistent (~3.0) across all departments, showing **uniform employee experience**.