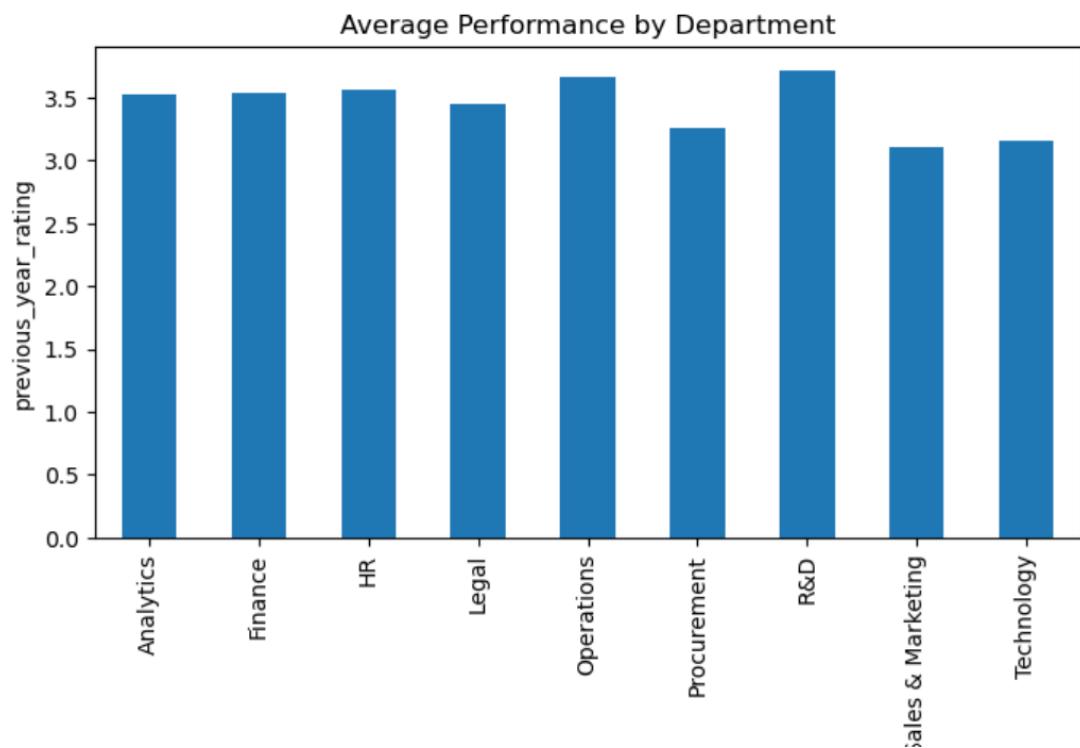


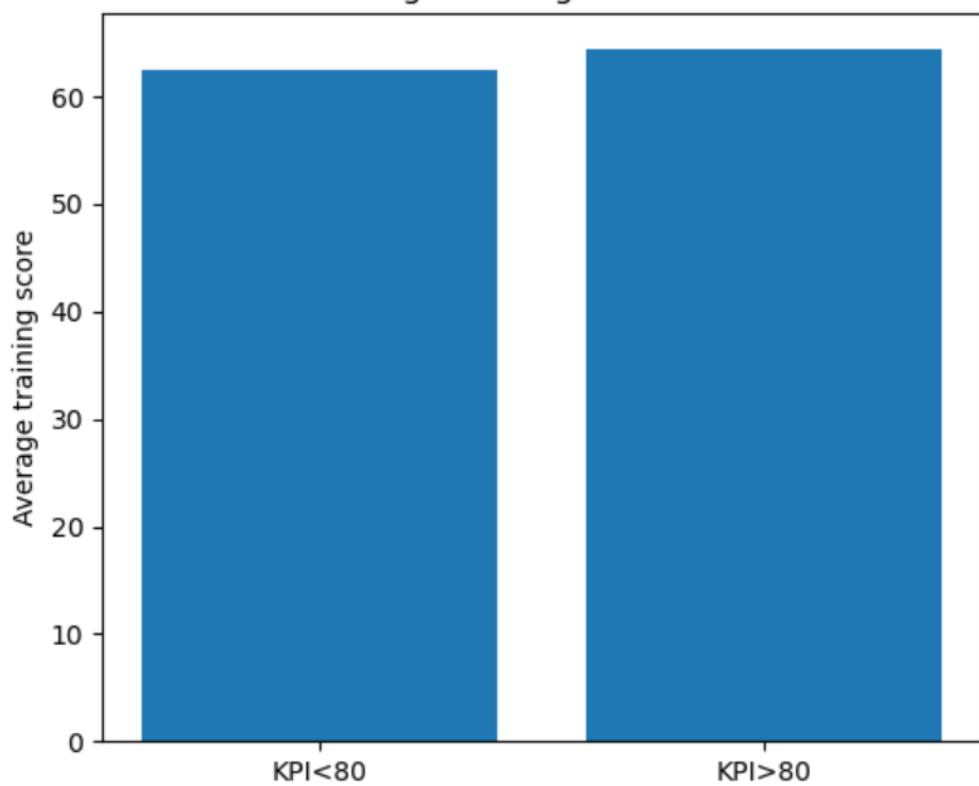
Project Report - Employee Performance and Retention Analysis

Analysis and Findings



The above Bar graph shows the performance of all the departments. From the graph we can conclude that **Sales & Marketing** and **Technology** departments have performed low in comparison to other departments. Low training scores can be the reason for poor performance by these departments.

Average training score vs KPI

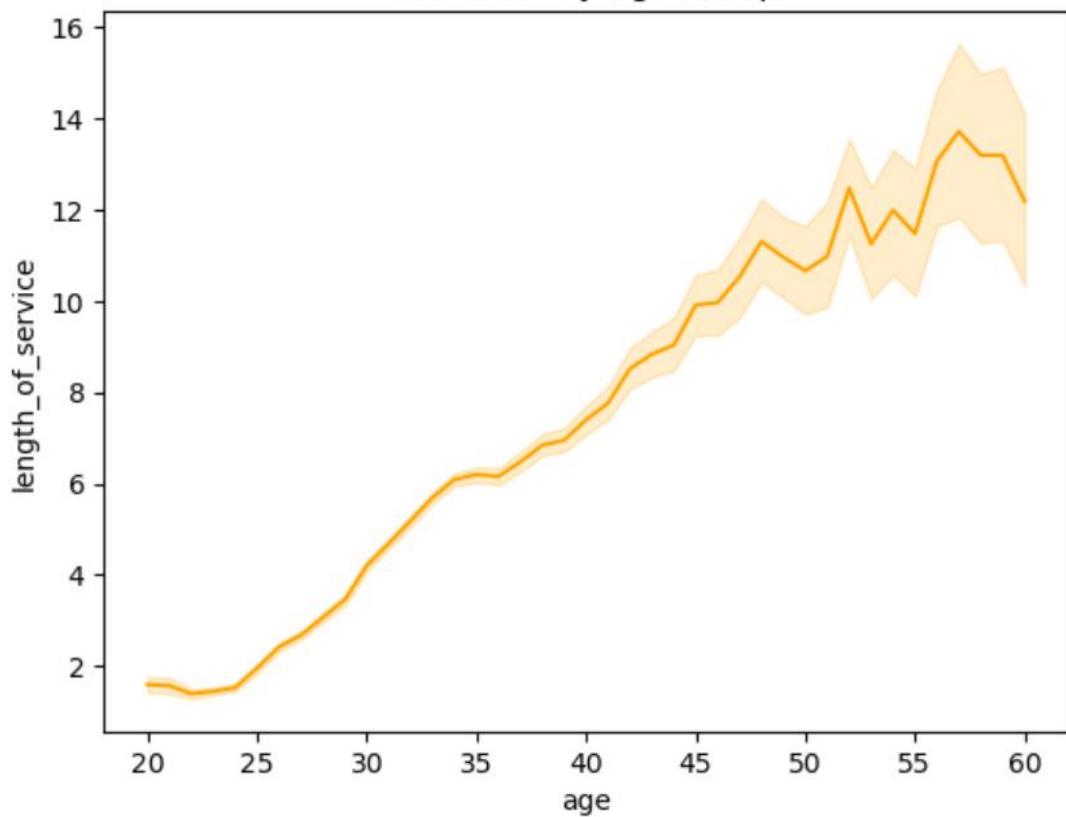


Above graph shows that Employees with higher average training scores show better KPI achievement.



The line bar graph shows employees who have scored High average training score have better performance ratings. This means training scores influence the employee performance and ratings.

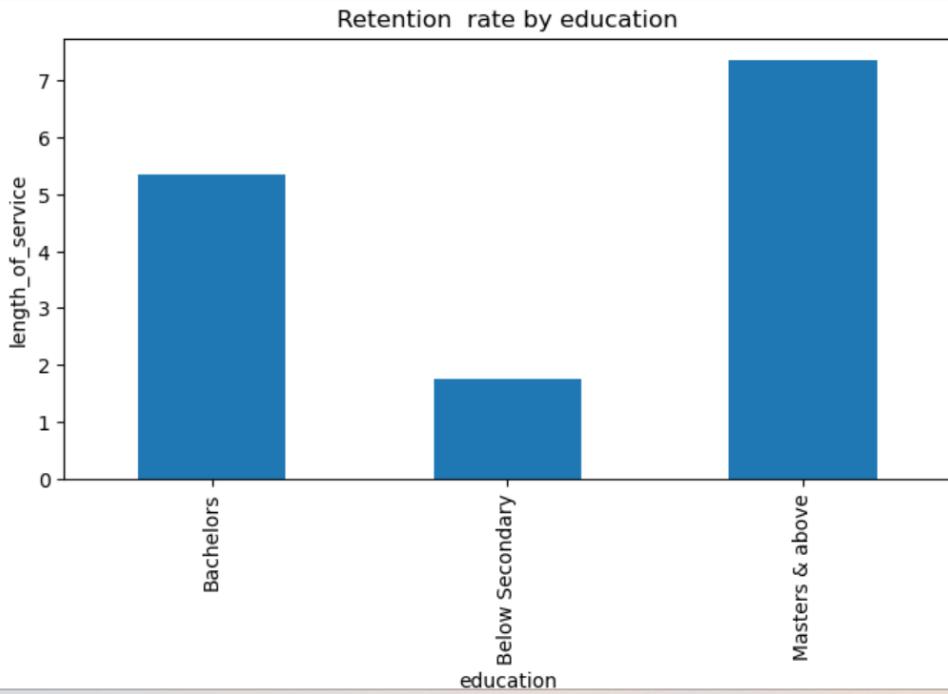
Retention by Age Group



The line graph shows that Young Employees (**Aged under 20-30**) tend to leave the organisation early and hence shows lower retention.



The line graph shows that the high training scores result in better retention rate i.e . the employees scoring high training scores are less likely to leave the organisation.



The bar graph shows that Employees that are less qualified (**Below Secondary**) shows lower retention as compared to others .

Final Insights

Based on the analysis:

- Higher **training scores** strongly relate to better performance ratings and show better **KPI** achievement
- **Awards** positively influence better training scores
- Some departments have performed low as compared to other departments
- Young aged employees show lower retention
- Employees that are less qualified (**Below Secondary**) shows lower retention as compared to others .

Recommendations

- Introduce **mandatory training sessions** for low-performing employees.
- Increase **role-specific training** in departments with lower training scores.
- Launch **mentorship programs** pairing junior employees with experienced staff.
- Introduce **structured onboarding and career planning** in the first 12 months.
- Provide equal opportunities for growth to the less qualified employees
- Provide early recognition for achievements to boost confidence and commitment.