# **BUSINESS CASE:**

## **INX Future Inc Employee Performance**

INX Future Inc, (referred as INX), is one of the leading data analytics and automation solutions provider with over 15 years of global business presence. INX is consistently rated as top 20 best employers past 5 years. INX 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 concern among the top management. There has been increased escalations on service delivery and client satisfaction levels came down by 8 percentage points.

CEO, Mr. Brain, 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 the clear indicators of non-performing employees, so that any penalization of non-performing employee, if required, may not significantly affect other employee morals.

# Project Overview:

The goal of this project is to analyse employee performance within the organization and develop predictive models to enhance hiring processes and improve overall performance.

**The project will focus on four key objectives:**

1. **Department-wise Performances Analysis:** Analysing the performance of different departments within the organization to identify strengths, weaknesses, and areas for improvement.

2. **Identification of Top 3 Important Factors Affecting Employee Performance:** Identifying the key factors that significantly influence employee performance through data analysis and statistical modeling.

3. **Development of a Trained Predictive Model:** Building a predictive model that can forecast employee performance based on relevant input factors. This model will be utilized for hiring purposes to select candidates who are likely to perform well in their roles.

4. **Recommendations for Performance Improvement:** Providing actionable recommendations to enhance employee performance based on insights gained from the analysis and predictive modeling.

# Problem Statement:

* The organization faces challenges in accurately assessing employee performance, leading to inefficiencies in hiring processes and suboptimal workforce productivity.
* To address these challenges, the aim is to develop a data science project which identifies the root causes of declining employee performance indices at INX Future Inc. and provide clear indicators for non-performing employees without negatively impacting overall employee morale or the company's reputation as a top employer.

# Project Deliverables:

1. Department-wise performances

2. Report on the top 3 factors influencing 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.

# Potential Challenges:

- Availability and quality of data

- Selection of appropriate performance metrics

- Model complexity and interpretability