**Performance Prediction :**

**Explanation:**

Manager Rating: This is an average score given to managers based on performance reviews.

Historical Trend: The actual ratings show how the average manager rating has changed over past years.

Prediction: Using linear regression, we predicted the average manager ratings for the next 7 years based on historical data

Result:

The trend indicates the average manager rating as perceived by employees.

is expected to decrease over the next 5 years.

Conversely, a downward trend would indicate potential issues in management performance that may need addressing.

Recommendations:

Performance Improvement:

Training Programs: Implement targeted training programs to enhance managerial skills and improve ratings.

Feedback Mechanisms: Establish robust feedback mechanisms to identify areas of improvement for managers.

Recognition and Rewards:

Incentive Programs: Develop incentive programs to reward high-performing managers and motivate others.

Public Recognition: Recognize and celebrate managerial achievements to boost morale and performance.

Monitoring and Evaluation:

Regular Assessments: Conduct regular assessments to monitor managerial performance and address issues promptly.

Data-Driven Decisions: Use data-driven insights to make informed decisions about managerial development.

**Attrition Rate**

Historical Attrition Rate: The left chart shows the historical attrition rate, which indicates the percentage of employees leaving the company each year. A stable or decreasing trend in this chart suggests effective employee retention strategies.

Predicted Attrition Rate (2022-2027): The right chart predicts an increase in attrition rate over the next few years (17%). This could be due to various factors such as market competition, employee dissatisfaction, or changes in company policies. With the prediction of decreasing performance, it is crucial to address the underlying causes of attrition to maintain a stable workforce.