EMPLOYEE PERFORMANCE DASHBOARD INSIGHTS

Purpose Statement for Employee Performance Dashboard:

The primary purpose of the Employee Performance Dashboard is to provide a comprehensive overview of employee performance metrics and insights within the organization. This dashboard aims to facilitate data-driven decision-making by visualizing key performance indicators (KPIs) related to employee productivity, engagement, and satisfaction.

KPI : (Key performance Indicators) Using DAX

1. The **Absenteeism Rate** KPI, calculated using the DAX formula

```
AbsenteeismRate = DIVIDE(SUM('Onyx Data - DataDNA Dataset Cha'[Sick_Days]), COUNTROWS('Onyx Data - DataDNA Dataset Cha'), 0)
```

Measures the proportion of sick days taken by employees relative to the total number of employees in the dataset. A high absenteeism rate may indicate potential issues within the organization, such as low employee morale, high stress levels, or inadequate health resources, while a low rate suggests better employee engagement and overall job satisfaction.

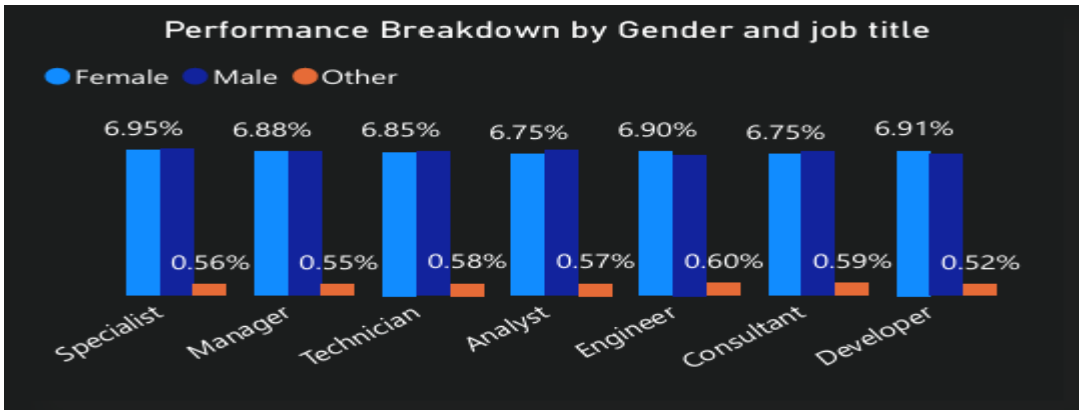
2. The **Project Completion Rate** KPI, defined by the formula

```
ProjectCompletionRate = DIVIDE(SUM('Onyx Data - DataDNA Dataset Cha'[Projects_Handled]), COUNTROWS('Onyx Data - DataDNA Dataset Cha'), 0)
```

Evaluates the total number of projects completed by employees against the total number of employees, serving as a measure of productivity and effectiveness. A high project completion rate indicates a productive workforce capable of meeting project goals and deadlines, whereas a low rate may signal challenges in resource allocation, project management, or employee performance.

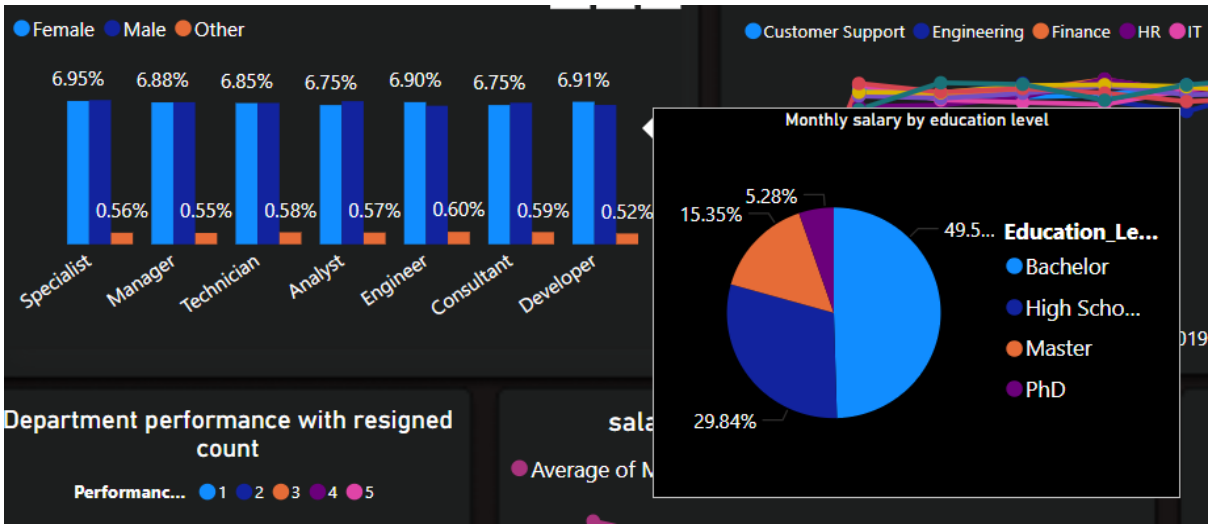
CHARTS :

1. **Performance Breakdown by Gender and job title :**



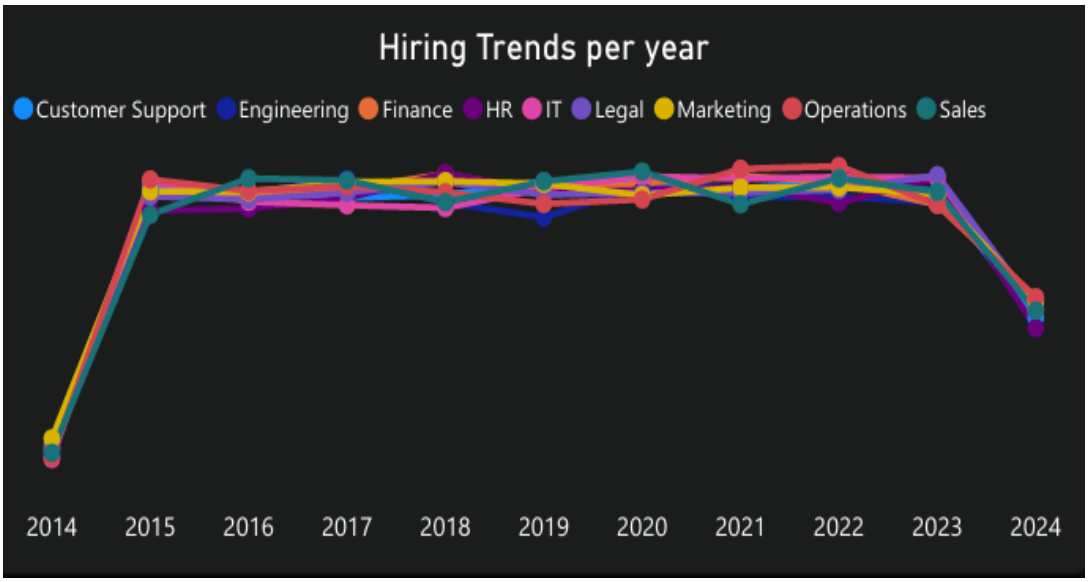
The visualization indicates that employees of both genders have demonstrated strong performance across all job titles. Notably, individuals in the Developer job title exhibit slightly higher performance compared to those in other job titles.

TOOLTIP :



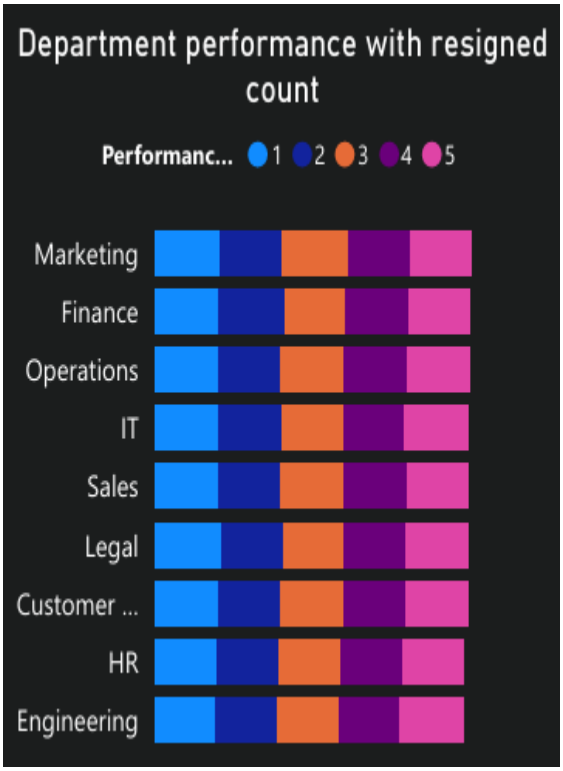
The tooltip in the visualization provides insights into the monthly salaries of employees based on their education level. It shows that individuals with a Bachelor's degree tend to earn more than those with a PhD, likely due to the smaller number of employees with PhD or Master's degrees in the dataset. This tooltip enhances the chart by highlighting the relationship between education level and salary. By including this information, stakeholders can better understand how educational qualifications may impact compensation trends within the organization.

2. **Hiring Trends per year**



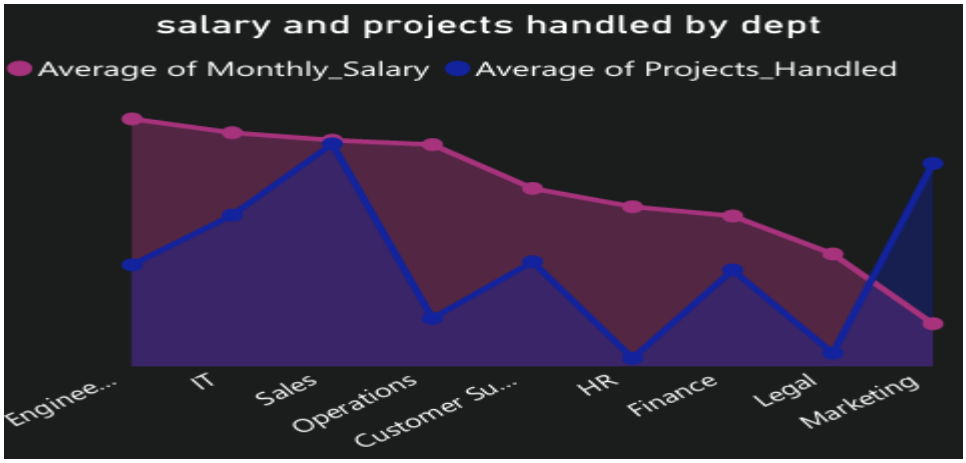
The visualization indicates a decline in hiring across all departments from 2023 to 2024, which may be attributed to economic factors such as a recession. Conversely, there was a rapid increase in hiring from 2014 to 2015, suggesting a period of growth and expansion during that time.

3. **Department performance with resigned count**



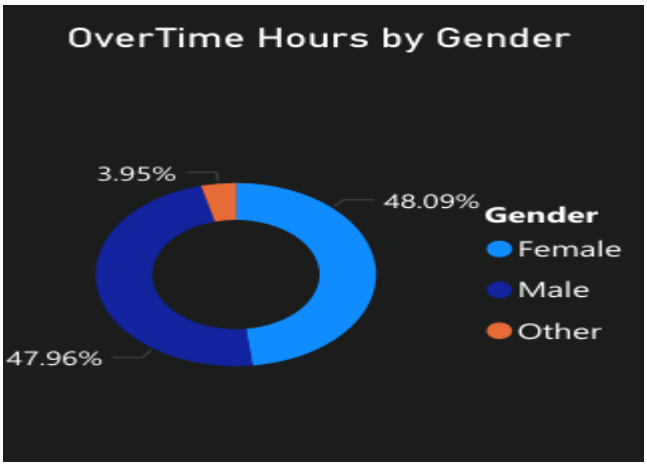
The visualization presents the performance of various departments alongside the count of employee resignations. It highlights the correlation between departmental performance and resignation rates, allowing stakeholders to identify patterns and potential areas for improvement. By analyzing this data, organizations can gain insights into the factors influencing employee retention and develop strategies to enhance job satisfaction and performance within each department.

4. salary and projects handled by Department



The visualization reveals that the average monthly salary for the engineering department is high; however, the number of projects handled by this department is comparatively low. In contrast, the sales department exhibits a balance between salary and the number of projects managed. Meanwhile, the marketing department shows a different trend, as it handles a higher volume of projects but offers a lower average salary.

5. **OverTime Hours by Gender**



The visualization highlights the overtime hours worked by gender, indicating that females are working slightly more overtime than males.

Conclusion :

The analysis of employee performance metrics reveals several key insights regarding departmental dynamics, compensation trends, and employee engagement. Notably, both genders have demonstrated strong performance across various job titles, with Developers slightly outperforming others. The tooltip data indicates that employees with Bachelor's degrees earn more than those with PhDs, likely due to the limited number of individuals holding advanced degrees. Additionally, hiring trends show a decline across all departments from 2023 to 2024, potentially linked to economic factors such as recession. Conversely, there was a rapid increase in hiring from 2014 to 2015, suggesting a previous period of growth.

In terms of departmental performance, the engineering department has a high average salary but handles fewer projects, while the sales department balances salary and project count. The marketing department, on the other hand, manages a greater number of projects despite a lower average salary. Furthermore, the analysis of overtime hours reveals that females are working slightly more than males.

Recommendations :

1. Review Compensation Structures

Evaluate the salary distribution across departments to ensure equitable compensation, particularly for the marketing team, to attract and retain talent.

2.Optimize Hiring Strategies

Reassess recruitment strategies to adapt to current economic conditions, focusing on attracting talent in high-demand areas while ensuring a healthy work-life balance to reduce overtime reliance.

3.Monitor Employee Engagement

Implement regular surveys to assess employee satisfaction and engagement levels, particularly in departments experiencing higher resignation rates.