

# Employee Performance Dashboard for Apple

## Objective:

The Employee Performance Dashboard serves as a comprehensive tool to assist HR and management teams in monitoring and analyzing key performance metrics. Its primary goal is to enable data-driven decisions to enhance employee productivity, training outcomes, and engagement levels.

## Performance Metrics Overview:

**Average Training Hours:** Employees have completed an average of **8.7 hours** of training, reflecting consistent investment in up skilling. This metric helps gauge the organization's commitment to employee development.

**Project Completion Rate:** The **83.9% project completion rate** indicates high efficiency and adherence to deadlines across departments. It serves as a performance benchmark for identifying bottlenecks or under performing areas.

## Departmental Task Analysis:

**Engineering Department** leads with **188 tasks completed**, showcasing it as the most productive department.

**Marketing Department** follows with **97 tasks**, while **Sales** and **HR** have completed **68** and **58 tasks**, respectively.

This breakdown allows management to allocate resources more effectively, ensuring workload balance and cross-departmental support.

## Employee Satisfaction Trends:

Employee satisfaction scores have shown fluctuations over the years, peaking at **4.6** in **2020** but declining slightly to **4.1** in **2022**.

Identifying and addressing the factors contributing to satisfaction dips will help improve engagement and retention.

**This Dashboard is Useful in multiple ways :**

## Strategic Decision-Making

**Training Optimization:** By analyzing average training hours, HR can identify whether training programs are effectively aligned with employee needs and company goals.

**Performance Evaluation:** Department-specific task data enables targeted interventions in under performing areas while recognizing and rewarding high-performing teams.

### **Engagement & Retention:**

**Satisfaction Tracking:** The historical trends in employee satisfaction scores offer actionable insights into workforce morale, enabling proactive steps to maintain engagement levels.

### **Enhanced Efficiency:**

**Interactive Features:** The inclusion of slicers and filters allows HR and management to drill down into department or team-level performance for granular analysis

**Real-Time Updates:** The integration with SQL ensures the dashboard is always up-to-date, providing reliable data for immediate decision-making.

**Resource Allocation:** Understanding task completion rates across departments ensures that workload and resources are distributed effectively, minimizing inefficiencies and maximizing output.

---

### **Dashboard Features:**

**Key Performance Indicators (KPIs):** Includes average training hours, project completion percentage, and satisfaction scores for a clear snapshot of overall performance.

#### **Visualizations:**

Bar charts for task distribution across departments.

Line graphs for tracking employee satisfaction trends over time.

**Interactive Elements:** Slicers for filtering data by year or department, with drill-down capabilities for detailed analysis.

# EMPLOYEE PERFORMANCE DASHBOARD FOR APPLE

Year

All

Average Training  
Hours

8.7hrs

Project  
Completion(%)

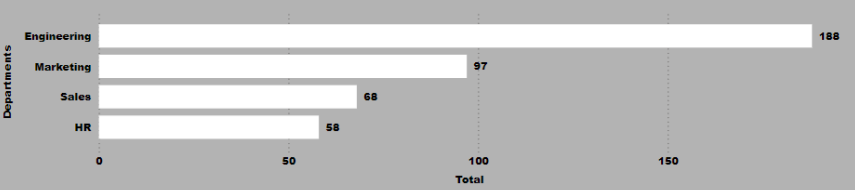
83.9%



Departments

- ☐ Engineering
- ☐ HR
- ☐ Marketing
- ☐ Sales

Total Tasks Completed by each Department



Employee Satisfaction Score by Year

