Employee Performance Analysis Report

# Correlation Patterns

1. Strong positive correlations with Adjusted Productivity:  
- PRODUCTIVITY (0.82): raw productivity aligns with adjusted productivity.  
- projects\_handled (0.74): handling more projects strongly increases productivity.  
- employee\_satisfaction\_score (0.49): happier employees are more productive.  
  
2. Negative correlations with Adjusted Productivity:  
- Performance Efficiency (-0.37): possible trade-off between speed and efficiency.  
- hours\_worked (-0.21) and overtime\_hours (-0.20): longer working hours reduce productivity (possible burnout).  
- sick\_days (~0): little to no impact.

# Top 5 High Performers

Employee 44203 (Sales) → 7.65

Employee 35274 (Engineering) → 7.5

Employee 83578 (Customer Support) → 7.46

Employee 44485 (Finance) → 7.46

Employee 58340 (Marketing) → 7.35

# Lowest Performers

Employee 20 (Finance) → 0.0

Employee 101 (Finance) → 0.0

Employee 216 (Sales) → 0.0

Employee 220 (Customer Support) → 0.0

Employee 226 (Sales) → 0.0

# Insights

- More projects handled and higher satisfaction lead to better productivity.  
- Excessive hours and overtime are linked with lower productivity (sign of fatigue).  
- Trade-off exists between efficiency and productivity in some roles.

# Recommendations

1. Balance workload: Reduce excessive overtime; focus on smarter allocation.  
2. Boost satisfaction: Training, recognition, and flexible work options improve productivity.  
3. Targeted support for low performers: Check training, motivation, or role fit issues.  
4. Learn from top performers: Identify and spread best practices across departments.  
5. Set dual benchmarks: Track productivity (quantity) and efficiency (quality) together.

Visual Representation – PIVOT TABLE

