Afors Consulting

Introduction

Afors Consulting, a dynamic IT consulting company dedicated to transforming businesses through innovative technology solutions. At Afors, we understand that in today's rapidly evolving digital landscape, businesses need more than just technology – they need strategic partners who can navigate the complexities of the IT world and deliver tangible results. With our team of seasoned professionals and deep industry expertise, we offer a comprehensive range of services, from IT strategy and consulting to software development and implementation.

Our tailored approach ensures that we understand your unique challenges and objectives, allowing us to design and deliver solutions that drive real business value. Whether you're looking to streamline operations, improve efficiency, or accelerate growth, Afors Consulting is here to help you succeed.

Let's embark on a journey of digital transformation together – where innovation meets excellence, and your success is our priority. Choose Afors Consulting and unlock the power of technology for your business.

Project Analytics & Dashboarding Case Study

Afors Consulting is a fast-growing global technology and strategy consulting firm delivering AI/ML, Cloud, Cybersecurity, Analytics, ERP, and Digital Transformation projects across multiple industries. With more than 1,000 projects executed across four continents, leadership now aims to strengthen data-driven decision-making through improved portfolio visibility, profitability analysis, and performance monitoring.

You are appointed as a Business Insights & Dashboard Specialist. Your objective is to analyse the provided dataset, identify patterns, build analytics dashboards, uncover inefficiencies, and present recommendations based on the analysis you made over the HR Dataset containing 10000 records.

Case Study Questions

1. **Demographic Risk Analysis:** Evaluate whether any demographic groups (age, gender, location) are disproportionately represented in low engagement category. Provide statistical significance tests (chi-square/ANOVA).

2. **Promotion Readiness Modeling:** Build a model predicting the probability of an employee receiving a promotion in the next 12 months based on HR attributes. Identify the top predictors of promotability.

3. **Performance Driver Analysis:** Determine which HR parameters (training hours, tenure, salary, engagement score, etc.) have the strongest correlation with high performance ratings. Provide a predictive model and an interactive performance heatmap.

4. **Compensation vs. Performance Optimization:** Develop a dashboard showing whether salary and bonus percentages are aligned with performance scores across departments. Recommend corrective actions for pay inequities.

5. **Manager Impact Analysis:** Analyze how managerial influence (via groups of employees reporting to the same ManagerID) affects performance, engagement, and attrition. Identify the top 10 best and worst-performing managers.