Employee Performance Analytics

In this challenge, you'll step into the role of an HR data analyst working with a comprehensive dataset of over 497,000 detailed employee performance records. Your goal is to analyze workforce patterns and uncover actionable insights that HR teams and business leaders can use to improve employee satisfaction, optimize performance, and enhance organizational effectiveness.

The dataset you'll explore resembles a professional HR management system, and includes attributes and metrics such as:

* Employee demographics, education level, job roles, and organizational hierarchy
* Performance ratings, training hours, overtime, absenteeism, and engagement metrics
* Compensation data including salaries, bonuses, and benefits costs
* Manager relationships, promotion flags, and career progression indicators
* Store locations, departments, employment types, and business outcomes
* Monthly performance tracking across For December
* Role-specific KPIs, productivity indices, and customer satisfaction scores

Your task is to analyze this comprehensive dataset to help organizations identify top-performing employees and departments, evaluate compensation effectiveness, assess manager performance and team dynamics, discover patterns in employee satisfaction and retention, and provide recommendations to improve workforce productivity and organizational culture.

Dig into the data, identify key insights, and help organizations prioritize employee development, optimize compensation strategies, and maintain high-performance standards.

# Key Questions to Explore

**1.** How many employees left the company? Which department has the most people leaving?

**2.** What is the average salary by job level? Create a chart showing salary differences between departments.

**3.** Which months have the highest employee performance ratings? Show this in a graph.

**4.** Who are the top 10 managers based on their team's average performance scores?

**5.** Do employees who get more training hours have better performance ratings? Show the relationship.

**6.** Which 5 stores have the highest sales? What makes them different from low-performing stores?

**7.** What is the average employee satisfaction score by department? Which department is happiest?

**8.** Compare the productivity index across different job roles. Which roles are most productive?

**9.** Which employees are most likely to get promoted based on their performance and satisfaction scores?

**10.** What is the relationship between employee age and performance rating? Do younger or older employees perform better?