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PROJECT TITLE



Employee Performance Analysis using Excel



AGENDA

1. Problem Statement
2. Project Overview
3. End Users
4. Our Solution and Proposition
5. Dataset Description
6. Modelling Approach
7. Results and Discussion
8. Conclusion



PROBLEM STATEMENT

Objective: To analyze employee performance data to identify high performers, areas for improvement, and overall trends within the organization.

Background: The company has collected performance data for its employees over the past year, including metrics such as productivity, attendance, goal achievement, and feedback scores. This data is stored in Excel spreadsheets.



PROJECT OVERVIEW



To create a comprehensive Excel-based dashboard to analyze and visualize employee performance data, enabling HR and management to make data-driven decisions.

WHO ARE THE END USERS?



- HR managers
- Team leaders
- Department heads
- Stakeholders

OUR SOLUTION AND ITS VALUE PROPOSITION



- Our solution utilizes Excel for employee performance analysis, offering in-depth insights into productivity and efficiency.
- The value proposition includes empowering decision-makers with data-driven insights for resource optimization and performance enhancement.
- The solution streamlines performance evaluation, facilitates informed decision-making, and drives continuous improvement within the organization. ■

Dataset Description

We took the employee datas from kaggle website.
We have 26 features totally. But, We used only 9 of the features.

We entered the name of the employees in Alphabetical order.
And we also entered the employee type in Alphabetical order.
We entered the performance level of the employee in Numerical value.

We entered the gender of the employees as Male/Female.
We entered the data of employee rating in Numerical value.
We entered the Business unit in Alphabetical order.

THE "WOW" IN OUR SOLUTION

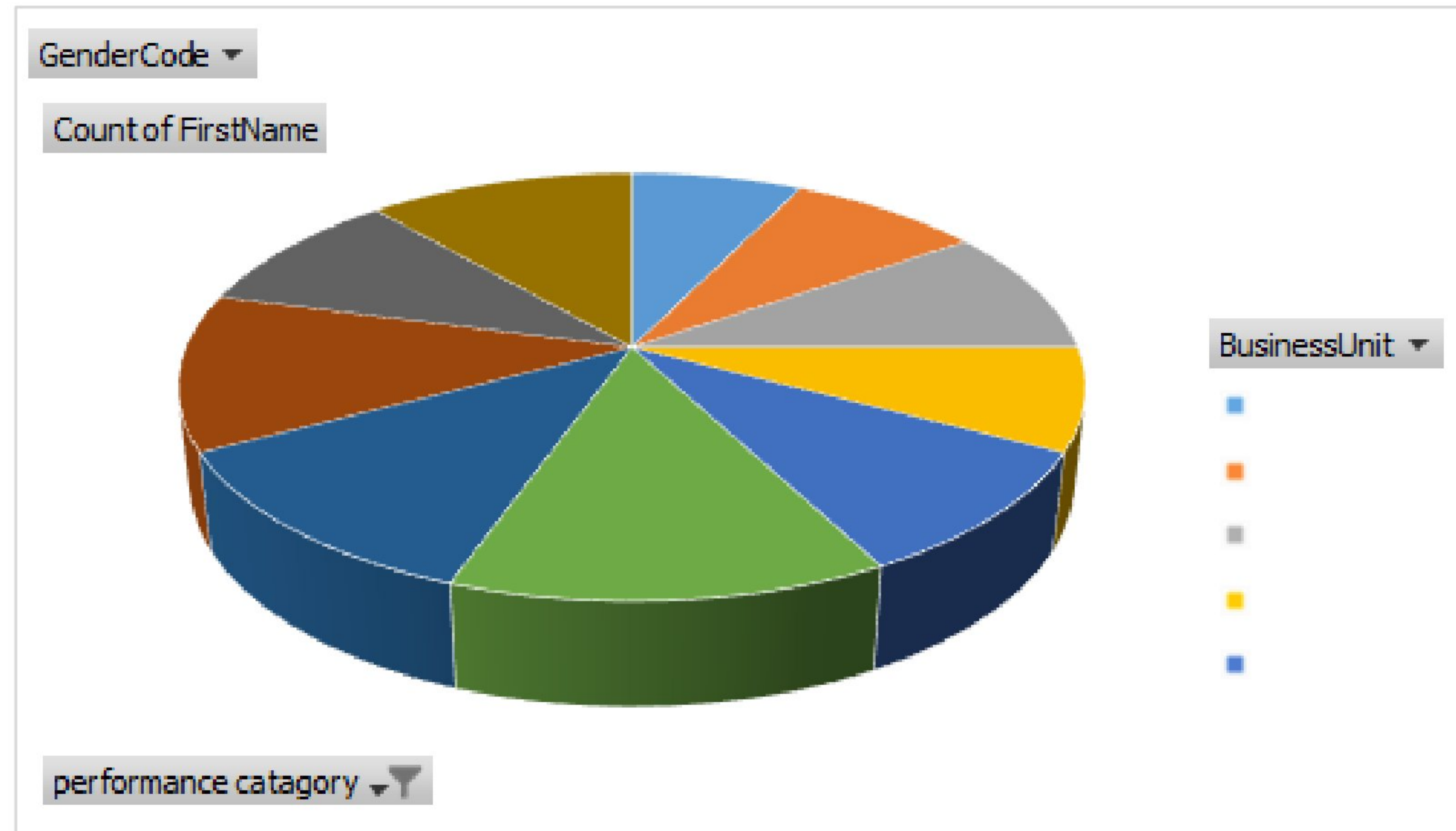
○ PERFORMANCE LEVEL =IFS(Z8>=5,"VERY HIGH",Z8>=4,"HIGH",Z8>=3,"MED",TRUE,"LOW")



MODELLING

1. Regression Analysis: To identify the relationship between employee performance and various factors such as training, experience, and job satisfaction.
2. Clustering Analysis: To group employees with similar performance characteristics, helping to identify trends and patterns.
3. Decision Trees: To create a predictive model for employee turnover or performance, based on factors like engagement, satisfaction, and management support.
4. Random Forest: To improve the accuracy of predictions by combining multiple decision trees.

RESULTS



conclusion

Our approach to employee performance analysis using Excel offers a robust solution for optimizing workforce efficiency. By harnessing the power of Excel, we provide key insights that empower decision-makers with data-driven information to drive productivity improvements.