EMPLOYEE DATA ANALYSIS USING EXCEL

STUDENT NAME: SRIRANJANI.S

REGISTER NO: 312201212(NM ID- 4B46FD18AB492A6AF2B44019F9824ABD)

DEPARTMENT: B.COM BANK MANAGEMENT

COLLEGE NAME: DRBCCC HINDU COLLEGE – PATTABIRAM

PROJECT TITLE:
EMPLOYEE PERFORMANCE ANALYSIS

AGENDA

1. PTOBLEM STATEMENT

2. PROJECT OVERVIEW

3. END USERS

4. OUR SOLUTION AND PROPOSITION

5. DATA SET DESCRIPTION

6. MODELLING APPROACH

7. RESULTS AND DISCUSSION

8. CONCLUSION

PROBLEM STATEMENT

- Employee performance analysis is a systematic process to evaluate and measure an individual's job performance, contributions, and progress towards organizational goals. It involves

- 1. Setting clear performance expectations and goals

- 2. Gathering data through regular feedback, observations, and evaluations

- 3. Analyzing performance metrics, such as:

- - Job-specific key performance indicators (KPIs)

- - Sales or revenue growth   -

- - Teamwork and collaboration

- 4. Identifying strengths, weaknesses, opportunities, and threats (SWOT analysis)

PROJECT OVERVIEW

- Project Goal:

- Develop a comprehensive employee performance analysis system to improve performance management, identify skill gaps, and enhance talent development.

- Objectives:

- 1. Design a performance metric framework

- 2. Collect and integrate relevant data sources

- 3. Develop predictive models for performance forecasting

- 4. Create a user-friendly dashboard for insights and recommendations

- 5. Identify areas for training and development

- 6. Evaluate the effectiveness of performance improvement initiatives.

PROJECT OVERVIEW

Scope

1. Data collection: external source

3.Dashboard development: User-friendly interface for insights and recommendations

Timeline:

1. Data collection and integration

Deliverables:

1. Performance metric framework document

2. Integrated data repository

3. Predictive models for performance forecasting

WHO ARE THE END USERS? ALL EMPLOYEES WORKING IN VARIOUS SECTORS

EDUCATIONAL INSTITUTION   **INDUSTRIES'**

WHO ARE THE END USERS?

- **HOSPITAL**

COMPANY

OUR SOLUTION AND PROPOSITION

- **Conditional formatting – Missing**

- **Filter - Remove**

- **Formula – Performance**

- **Pivot table – Summary**

- **Graph – Data visualization**

DATASET DESCRIPTION

- Employee – kaggle
- 26-Features
- 9- Features
- Employee – I'd – number
- Name – text
- Performance level
- Gender – Male, female
- Employee rating - num

THE "WOW" SOLUTION

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

MODELLING

1.DATA COLLECTION

Kaggle is a popular platform for data science competitions, hosting datasets, and sharing knowledge
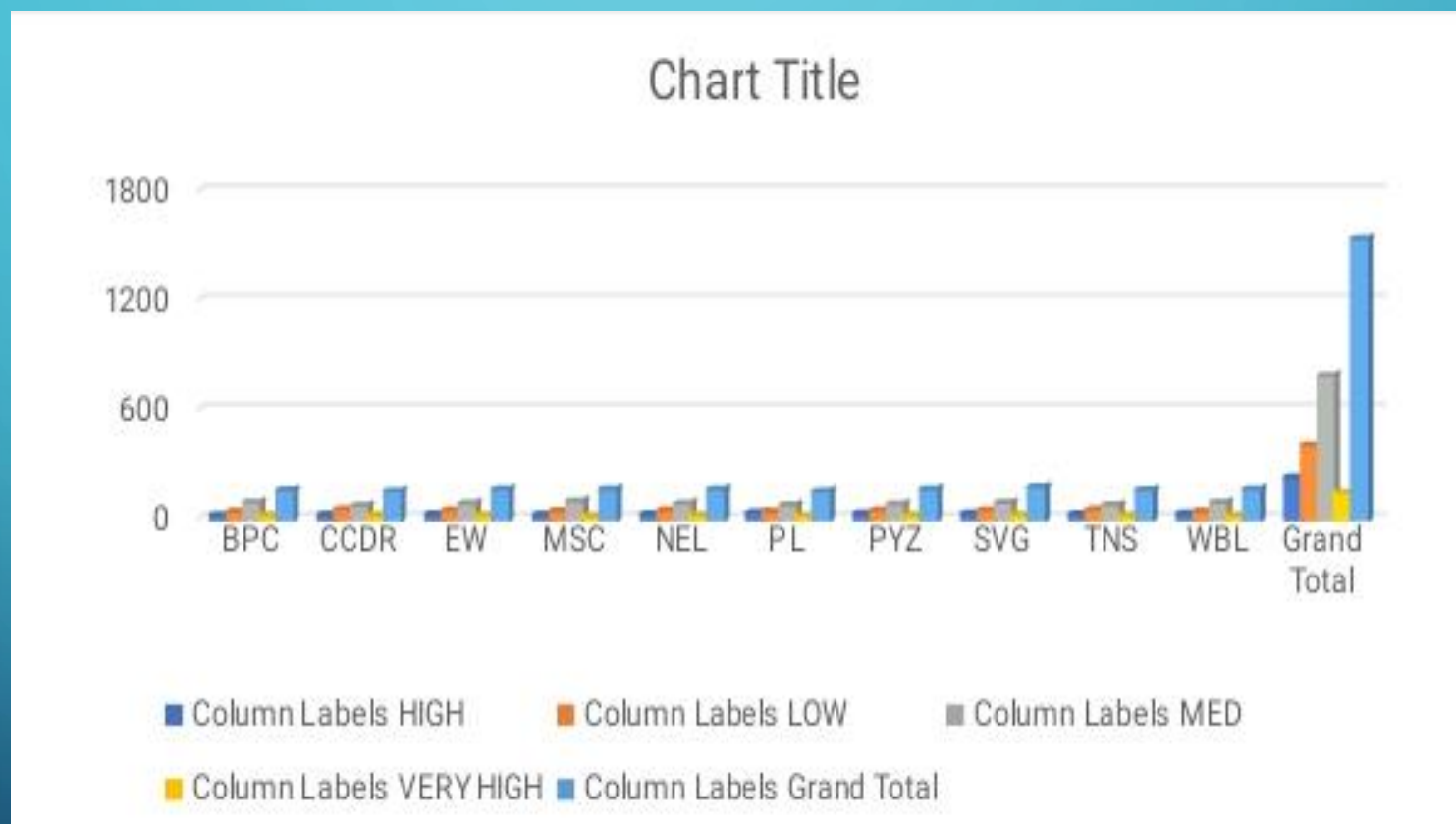
1. Datasets:

 - Access a vast repository of public datasets for personal projects or learning.

2.FEATURES

1.Conditional formatting

 Missing value, using tools , formulas ect..,

RESULTS

CONCLUSION

THIS EMPLOYEE PERFORMANCE ANALYSIS CONCLUDES MEDIUM EMPLOYEES WERE HIGH .THROUGH THE DATASET PROJECT CONCLUSION LEAD TO THIS ASPECT AND ALL TOOLS IN EXCEL AND FORMULAS ARE VERY EASY TO CONCLUDE THE PROJECT.