

Employee Data Analysis using Excel



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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

- **Inconsistent Evaluation:** Current performance review methods are fragmented and lack standardization.
- **Limited Insights:** Data from performance metrics is not effectively integrated or utilized.

Objective: Develop a unified performance analysis system to streamline evaluations, enhance data integration, and align employee performance with company goals.



PROJECT OVERVIEW

- **Objective:** Create a comprehensive system for evaluating and enhancing employee performance.
- **Scope:**
 - Standardize performance metrics and evaluation processes.
 - Integrate data from various sources for a unified analysis.
- **Benefits:**
 - Improved accuracy in performance assessments.
 - Enhanced employee development and engagement.
 - Better alignment of individual and organizational objectives.



WHO ARE THE END USERS?

End Users

- **HR Managers:** Utilize insights for performance evaluations, development plans, and talent management.
- **Team Leaders:** Access data to provide targeted feedback and support employee growth.
- **Executives:** Leverage performance trends to make strategic decisions and align workforce with business goals.
- **Employees:** Receive constructive feedback and development opportunities based on performance analysis.

OUR SOLUTION AND ITS VALUE PROPOSITION



Conditional formatting-missing
Filter-remove
Formula-performance
Pivot-summary
Graph-data visualiztion

Dataset Description

Employee= Kaggle

26-features

9-features

Emp-id-Num

Name-text

Perforamance level

Gender-male ,female

Employee rating- num

THE "WOW" IN OUR SOLUTION

- Performance level=IFS(Z8>5,"VERY HIGH",Z8>=4,"HIGH",Z8>=3,"MED",TRUE,"LOW")



MODELLING

Data Collection: Gather data from performance reviews, productivity metrics, and employee feedback.

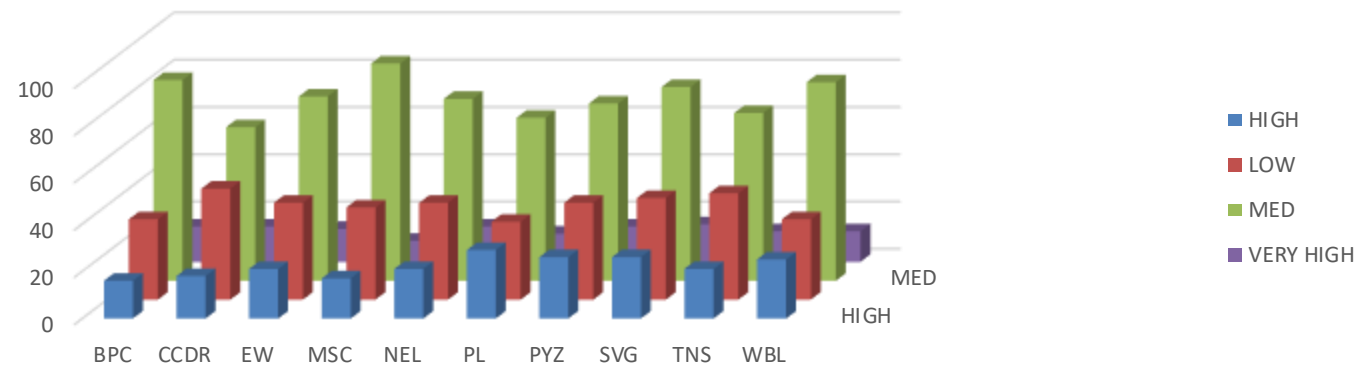
Metric Development: Define key performance indicators (KPIs) and evaluation criteria.

Analytical Framework: Use statistical methods and machine learning to analyze performance trends and patterns.

Visualization: Create dashboards and reports to present insights in an accessible and actionable format.

RESULTS

Empolyee Performance analysis



conclusion

Enhanced Evaluation: Implementing a standardized performance analysis system improves accuracy and consistency in evaluations.

Informed Decision-Making: Data-driven insights enable better alignment of employee performance with organizational goals.

Growth Opportunities: Provides actionable feedback and development plans, fostering employee growth and engagement.