Employee performance 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

Difficulty evaluating performance :
This can lead to higher turnover, more errors, and a reduced ability to manage improvements.

Skills gaps:
Organizations may not be aware of skill gaps in their employees, positions, or groups.

Irregular performance activities:
There may be a lack of regular performance reviews and management activities.

PROJECT OVERVIEW

A performance review, also known as an employee evaluation or performance appraisal, is a formal assessment that helps identify an employee's strengths and weaknesses, and set goals for their future.

WHO ARE THE END USERS?

OUR SOLUTION AND ITS VALUE PROPOSITION

Conditional formatting in Excel lets you highlight information or make data stand out by applying custom rules to cells.

The formula is =FILTER(array, filter criteria, optional value)

pivot table in Excel is a feature that helps you organize and summarize data in a spreadsheet

Dataset Description

Employee - kaggle

Features -26

Employee ID - Number

Name - Text

Employee type

Performance level

Gender - Male and female

Employee rating - number
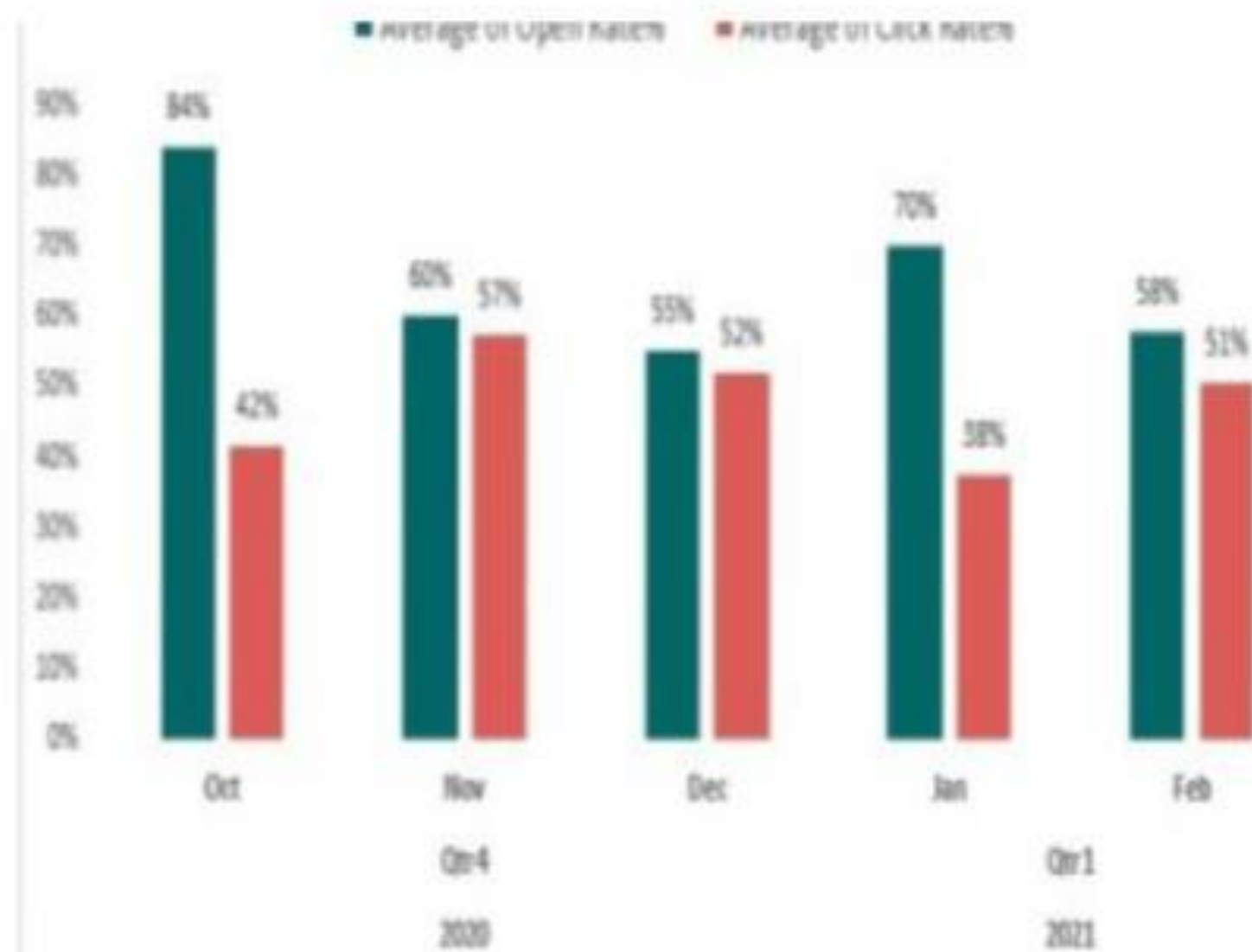
THE "WOW" IN OUR SOLUTION

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

<u>*MODELLING*</u>

1. Data collection
   (1) Columns
   (2) Name
   (3) Role
2. Feature collection
   (1) Sort
   (2) Pivot table
   (3) Format
3. Data cleaning
   (1) Remove extra space s
   (2) Fill missing values
4. Summary
   (1) Receipts
   (2) Auto sum button

RESULTS

Conclusion

A conclusion of an employee performance analysis can include a summary of the employee's performance, their strengths, and areas for improvement.