# loyee Data Analysis using Excel

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# PROJECT TITLE

Employee performance scoreboard

# 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

Ease of Use: Excel's intuitive interface simplifies data entry and analysis, making performance evaluations straightforward and hassle-free.

ustomization: The Excel-based system allows for flexible adaptations, ensuring it can be tailored to fit the unique requirements of any organization..

Cost-Effectiveness: By utilizing the already familiar Excel platform, drganizations save the expense of specialized software, making it an economical choice to performance management

# PROJECT OVERVIEW

Meet PK, the founder of PK-AnExcelExpert.com! With over 15 years of experience in Data Visualization, Excel Automation, and dashboard creation. PK is a Microsoft Certified Professional who has a passion for all things in Excel. PK loves to explore new and innovative ways to use Excel and is always eager to share his knowledge with others. With an eye for detail and a commitment to excellence, PK Ptas become a go-to expert in the world of Excel. Whether you're looking to create stunning spalnations or streamline your workflow with automation, PK has the skills and expertise to help you succeed. Join the many satisfied clients who have benefited from Pr's serices and see how he can take your Excel skills to the next level!

# WHO ARE THE END USERS?

Introduction

Picture this: a streamlined, efficient, and user-friendly tool at your fingertips, revolutionizing the way you assess employee performance. Welcome to the world of Excel-based Employee Performance Rating Cards and Dashboards, a game-changer in the realm of performance management

# OUR SOLUTION AND ITS VALUE PROPOSITION

Most incentive Compensation Management (IGM software vendors don't want you to know that their software is useless for modeling

While your software provider (or their consultant partnersi may set you up to model one or two outcomes during your initial implementation year, your sales compensation team that will almost certainly revert to the comforting green sheets of Excel for any modeling and probably many other ad hoc reports too.

The reason is that most sains compensation software solutions do not offer the level of Timebiuty as the humble spreadsheet. And when it comes to the nuances of sales comp pian modeling, adaptability is critical

# Dataset Description

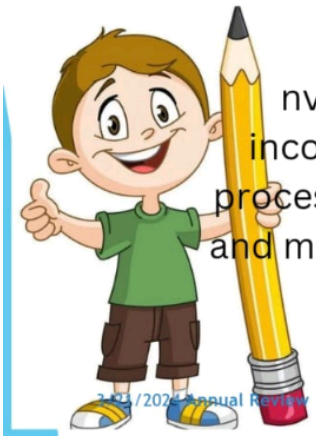
Before we dive into the mechanics, you should have completed the incentive plan design phase, including:

Setting metrics that are strategically aligned with the business objectives/priorities an market best practices

Deciding on the overall incentive plan structure (eg., target pay, performance measures, weights, measurement, period, frequency, etc.)

# THE "WOW" IN OUR SOLUTION

Once you have determined all those elements, you are ready to cost model the incentive plan and assess the impact this plan will have on individuals pay, the cost to the company, arid whether it will motivate the right behaviors.



nvest the time in modeling as many scenarios as possible; incorrectly modeling a plan or skipping this step in the design process can result in profound cost implications for the company and misaligned goals that can impact results and demotivate your sales team

# MODELLING

First, we must collect all of the data that is relevant and informative to our model. Determine the period in which sufficient compensation and performance data exists you want as much data as possible. One year of data is the absolute minimum required to predict performance with any degree of accuracy and to account for seasonality. The more data you can integrate into your model, the better.

# RESULTS

1.Employee Details: Pull data for all individuals you want to include in the model, including but not limited to employees, territories, roles, teams, demographics, etc. Compensation Data: All current compensation data for individuals to be modeled, including target compensation, historical incentive payouts, base salary, and guaranteed pay

2.Performance Data: Pull in any data you will use to calculate payments under the incentive plan. Using historical performance as a proxy for future performance allows you to model actual scenarios vs. only looking at assumption-based ranges (e.g., at target, at a threshold, etc.)

# conclusion

70% base salary/30% target incentive/variable compensation. Target Metric Weights (target % of each metric/plan component) - e.g., 70% sales

revenue commission and 30% Gross Margin Bonus.

Metric/Component Mechanics (tiered commission rates, payout curve structure thresholds/targets, etc.). It is helpful to set up these as inputs so the various rates/tiers can be easily changed when calibrating the model.