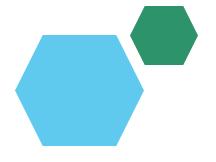
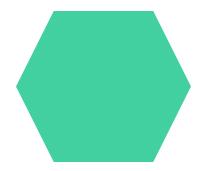
#### **Employee performance Analysis Excel**





STUDENT NAME: AARTHY S

REGISTER NO: 312209465

DEPARTMENT:B.COM (BM)

**COLLEGE: ANNA ADARSH COLLEE FOR WOMEN** 



## PROJECT TITLE



# **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

- 1. Identify top-performing and underperforming employees.
- 2. Determine the key drivers of high performance (e.g., skills, experience, training).
- 3. Develop a fair and transparent performance evaluation system.
- 4. Create a dashboard to track employee performance metrics over time.
- 5. Provide data-driven insights for targeted training, development, and retention strategies.



### PROJECT OVERVIEW

- 1. Analyze employee performance data using Excel.
  - 2.Identify trends, patterns, and areas for improvement
  - 3. Develop a performance dashboard to track metrics. 4. Provide actionable insights and recommendations for HR. 5. Improve employee performance and inform HR decisions.



#### WHO ARE THE END USERS?

- 1. HR Managers: To identify trends, patterns, and areas for improvement in employee performance.
- 2. Department Heads: To evaluate team performance, identify strengths and weaknesses, and make informed decisions.
- 3. Supervisors: To monitor individual employee performance, provide feedback, and develop growth plans.
- 4. **Employees**: To receive feedback, set goals, and track their own performance.
- 5. Senior Leadership: To make strategic decisions, allocate resources, and evaluate organization-wide performance.
- 6. Talent Management Team: To identify high-potential employees, develop succession plans, and create targeted development programs.
- 7. Compensation and Benefits Team: To determine salary increases, bonuses, and benefits based on performance data.

#### OUR SOLUTION AND ITS VALUE PROPOSITION



- 1. Data-driven insights to inform strategic decisions
- 2.Improved productivity through targeted training and coaching
- 3.Enhanced decision making for optimized talent management
- 4.Increased transparency and fairness in performance evaluations
- 5.Cost savings and competitive advantage through a high-performing workforce

# **Dataset Description**

- 1.Employee ID: Unique identifier for each employee
- 2. Performance Metrics: Quantitative measures of employee performance (e.g., sales numbers, customer satisfaction ratings)
- 3. Demographic Data: Employee characteristics (e.g., age, tenure, job title, department) Performance Ratings:
- 4. Qualitative assessments: of employee performance (e.g., excellent, meets expectations, needs improvement)
- 5.Development Needs: Areas for employee growth and development (e.g., training, coaching, mentoring)

## THE "WOW" IN OUR SOLUTION



- 1.Identify high-potential employees and develop targeted growth plans
- 2. Predict employee turnover and take proactive measures to retain top talent
- 3. Uncover hidden performance patterns and trends, enabling data-driven decisions
- 4. Create personalized development plans, boosting employee engagement and productivity
- 5.Track performance metrics in real-time, ensuring timely interventions and coaching



# MODELLING

- 1. Data Preparation: Clean and preprocess data Handle missing values and outliers Transform data into suitable format for analysis
- 2. Performance Metrics: Define key performance indicators (KPIs) Calculate metrics (e.g., sales numbers, customer satisfaction ratings) Weight metrics according to organizational priorities
- 3. Employee Segmentation: Categorize employees based on performance metrics Identify high-performers, average performers, and underperformers Analyze demographic differences within segments
- 4. Regression Analysis: Identify relationships between performance metrics and demographic factors Determine predictors of high performance Develop targeted development plans
- 5. Dashboarding and Visualization: Create interactive dashboards for real-time performance tracking Visualize key trends and insights Enable drill-down capabilities for detailed analysis

# **RESULTS**

- 1. Identified Strengths and Weaknesses: Pinpoint areas where employees excel and need improvement.
- 2. Performance Trends and Patterns: Uncover hidden trends, seasonal fluctuations, and correlations.
- 3. High-Performers and Underperformers: Identify top talent and employees needing development or intervention.
- 4. Predictive Insights: Forecast future performance, turnover risk, and succession planning needs.
- 5. Data-Driven Decisions: Inform talent management, training, and development initiatives with actionable data.

## conclusion

- 1. Data-Driven Insights: Employee performance analysis provides actionable data to inform talent management decisions, reducing subjectivity and bias.
- 2. Improved Productivity: By identifying areas for growth and development, organizations can enhance employee performance, leading to increased productivity and efficiency.
- 3. Enhanced Decision Making: Analysis results enable datadriven decisions on training, development, and succession planning, ensuring optimal resource allocation.
- 4. Competitive Advantage: A high-performing workforce, developed through data-driven analysis, drives business success and competitiveness in the market
- 5. Continuous Improvement: Regular performance analysis facilitates ongoing monitoring and improvement, ensuring alignment with organizational goals and objectives.