

# 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

- Data collection & Management of Employee performance data.
- Visualization of Employee performance trends & Comparisons using Chart, Graph & Dashboard.
- Analysis of performance Matrics by Department, Team or Individual.



# PROJECT OVERVIEW

- Identification of top performers, underperformer & training needs.
- Departmental & Term performance Comparison.
- Performance matrix calculation & Analysis.
- Data collection & Management.



# WHO ARE THE END USERS?

- HR Manager
  - Department Heads
  - Team Lead
  - Employees
  - Talent Management Teams
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- By Considering The Needs And Requirements Of These End Users,You Can Design An Effective Employee Performance Analysis System In Excel.

# OUR SOLUTION AND ITS VALUE PROPOSITION



- Automated performance tracking
- Customizable dashboards
- Data- driven insight
- Enhanced decision- making
- Improved employee engagement
- Streamlined performance management
- Strategic workforce planning.

# Dataset Description

- Employee information table
- Performance Matrics table
- Performance evaluations table
- Training & development table
- Feedback & surveys table
- Sales / productions data table.

Data type includes:

1. Employee ID
2. Department
3. Ratings
4. Goal
5. Comments



# THE "WOW" IN OUR SOLUTION

- **AUTOMATED PERFORMANCE TRACKING:**

Effortless monitor employee performance Metrics, eliminated manual data entry.

- **PREDICTIVE ANALYTICS:**

Identify potential performance issues before they arise, enabling proactive interventions.

- **CUSTOMIZABLE PERFORMANCE MATRICS:**

Align matrix with organization goals, ensuring relevant performance measurements.

- **REAL TIME REPORTING:**

Generate instant reports, facilitating timely decision- making.



# MODELLING

- **REGRESSION ANALYSIS:**

Predict employee performance based on hystorical data.

- **CLUSTER ANALYSIS:**

Group employee with similar performance characteristics.

- **DECISION TREES:**

Identify factors influencing employee performance.

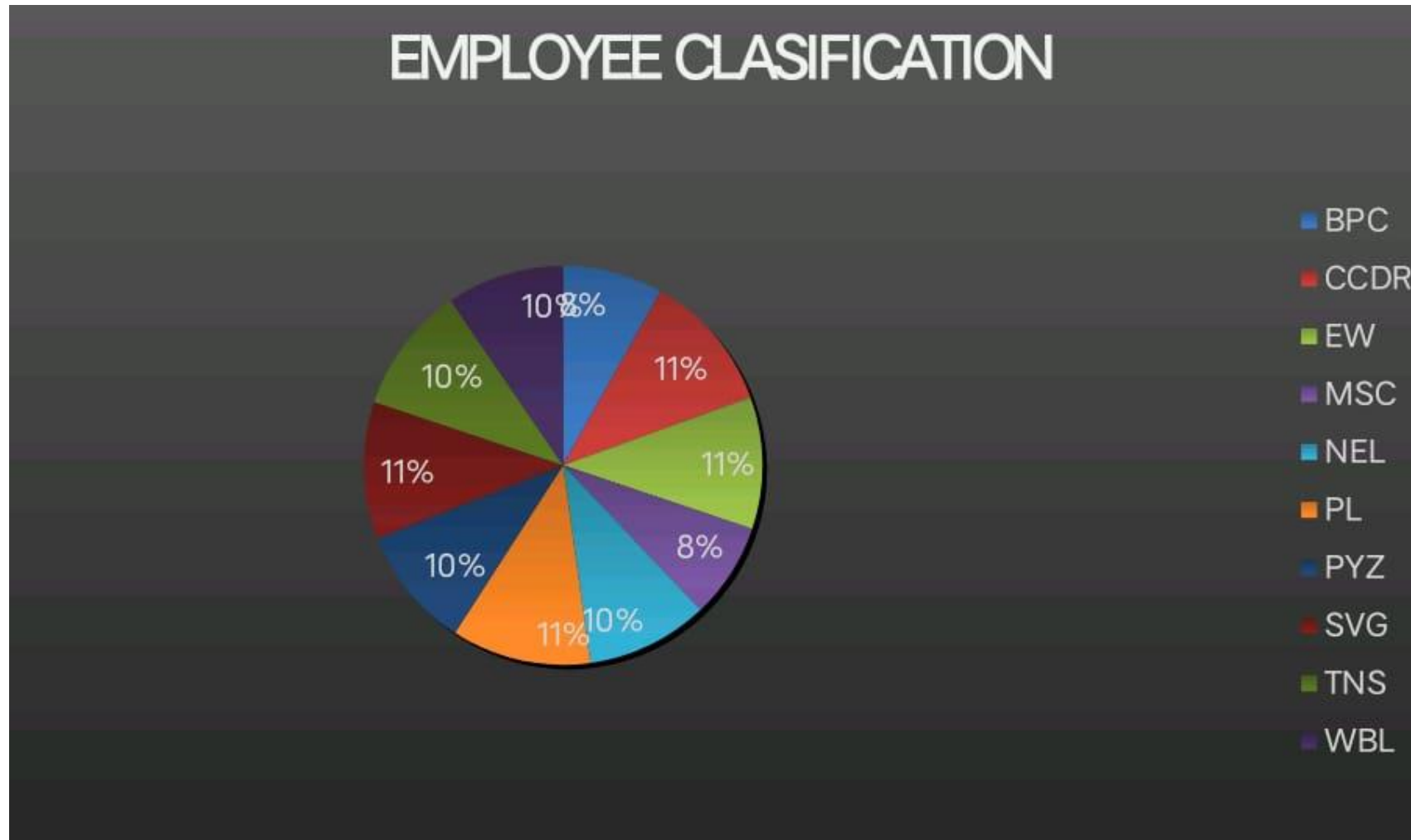
- **CONDITIONAL FORMATTING:**

Highlight performance trends & outlines.

- **PIVOT TABLES:**

Analyze & Summarize large datasets.

# RESULTS



# conclusion

- Empowers data driven decision making enhance performance management boosts employee engagement and growth.
- By leveraging excel for employee performance analysis, organization.
- Unlock employee potential drive business success stay competitive in the market.
- Embrace data driven performance management & empower your work force to excel.