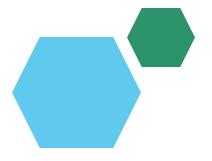
### **Employee Data Analysis using Excel**





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# 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. Analyze employee performance to identify areas of improvement. Develop a data-driven approach to inform HR decisions.

2. "The HR department at XYZ Corporation is struggling to effectively analyze and understand employee performance data, leading to:

- Inefficient use of training resources
- Poorly informed HR decisions
- Lack of visibility into employee strengths and weakness



## PROJECT OVERVIEW

- 1. Create an Excel-based tool to analyze employee performance data.
- 2. Provide insights for HR and management to enhance employee development.



#### WHO ARE THE END USERS?

- **1.** HR professionals
- 2. Management team
- **3.** Business stakeholders
- **4.** HR Generalists
- **5.** HR Managers
- **6.** Talent Management Specialists
- **7.** Line Managers
- 8. Business Analysts
- **9.** Organizational Development Specialists
- **10.** Executive Leadership

#### OUR SOLUTION AND ITS VALUE PROPOSITION



- **1.** Develop a comprehensive Excel dashboard for performance analysis.
- **2.** Offer data-driven insights to support informed HR decisions.
- **3.** "Unlock the full potential of your workforce with our Excel-based solution, streamlining performance analysis, and providing data-driven insights to boost productivity, retention, and overall organizational performance."

# **Dataset Description**

- Employee data (e.g., ID, name, department, role)
- Performance metrics (e.g., ratings, feedback, absenteeism)
- Timeframe (e.g., quarterly, annually)
- The employment performance analysis dataset contains the following information:
  - 1. Employee Data
  - 2. Performance Metrics
  - 3. Training and Development
  - 4. HR Metrics
  - 5. Timeframe

### THE "WOW" IN OUR SOLUTION

- 1. Automated Data Visualization
- 2. Predictive Analytics
- 3. Personalized Employee Profiles
- 4. Real-time Performance Tracking
- 5. Data-Driven Decision Support
- 6. Scalable and Customizable
- 7. Intuitive User Experience



# MODELLING

#### **Descriptive Analytics:**

Summary statistics (e.g., mean, median, standard deviation)
Data visualization (e.g., charts, tables, heatmaps)

Correlation analysis

#### **Inferential Analytics**:

Regression analysis (e.g., linear, logistic)

Hypothesis testing (e.g., t-tests, ANOVA)

Confidence intervals

#### **Predictive Analytics:**

Forecasting (e.g., exponential smoothing, ARIMA)

Machine learning algorithms (e.g., decision trees, clustering)

# **RESULTS**

- 1. Interactive Excel dashboard showcasing key metrics and insights.
- 2. Visualizations include charts, tables, and heatmaps.
- 3.Drill-down capabilities for detailed analysing.
- 4. Key findings and insights from the analysis
- 5. Recommendations for HR and management

# conclusion

- 1. Recap the benefits of using Excel for employment performance analysis
- 2. Highlight the potential for data-driven decision-making in HR