

# Employee performance Analysis



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# PERFORMANCE ANALYSIS

# AGENDA

- Problem statement
- Project overview
- End users
- Our solution and proposition
- Dataset description
- Modelling approach
- Results and discussion
- Conclusion.

# Problem statement

- Job knowledge and technical skill
- Communication and team work.
  - Problem solving and adaptability.
  - Time management and productivity .



# PROJECT OVERVIEW

- Develop an excel workbook with user- Friendly data entry and update functionality.
- Create automated calculations for performance scores and ratings.
- Design conditional formatting to highlight strengths and weaknesses.



# END USERS

- Streamlining performance analysis and feedback processes
- Enhancing data-driven decision-making.
- Improving talent development and growth initiatives.
- Increasing efficiency in performance review processes.
- Better identifying top performers and areas for performance.



# OUR SOLUTION AND PROPOSITION

1. User friendly data entry : easy to use interface for inputting employee performance data
2. Automated calculation : Performance scores and ratings calculated instantly.
3. Enhance performance management : through streamlined process and automated calculations.
4. Gained or competitive advantage : by developing a high performing work force.



# DATASET DESCRIPTION

Employee Information

Performance Metrics

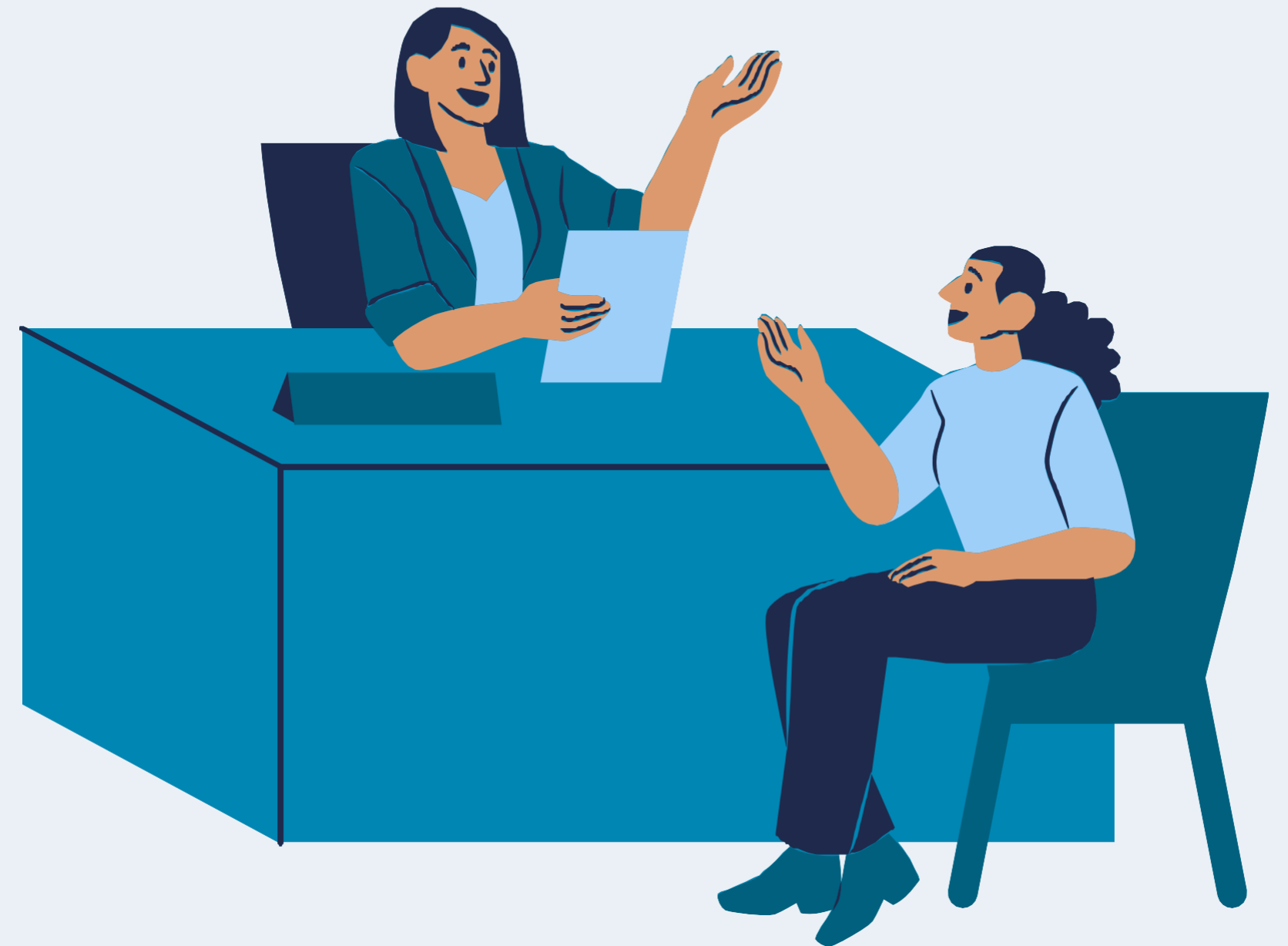
Performance Ratings

Feedback and Comments\*

Goals and objectives

Feedback and comments table

Historical performance data





# MODELLING APPROACH

## Descriptive Analytics:

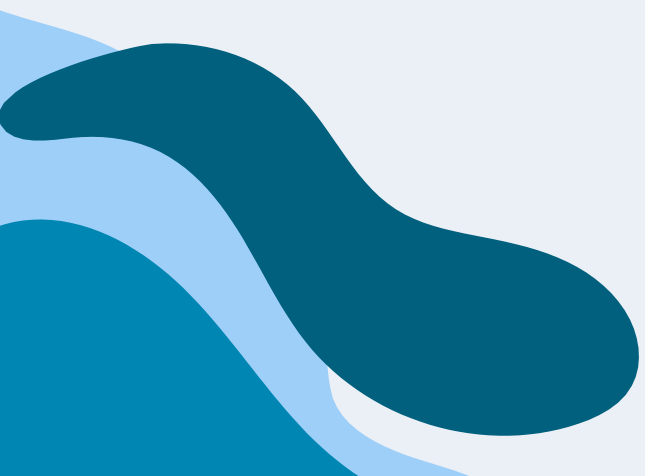
Use Excel formulas and functions to calculate performance metrics and ratings.

## Inferential Analytics:

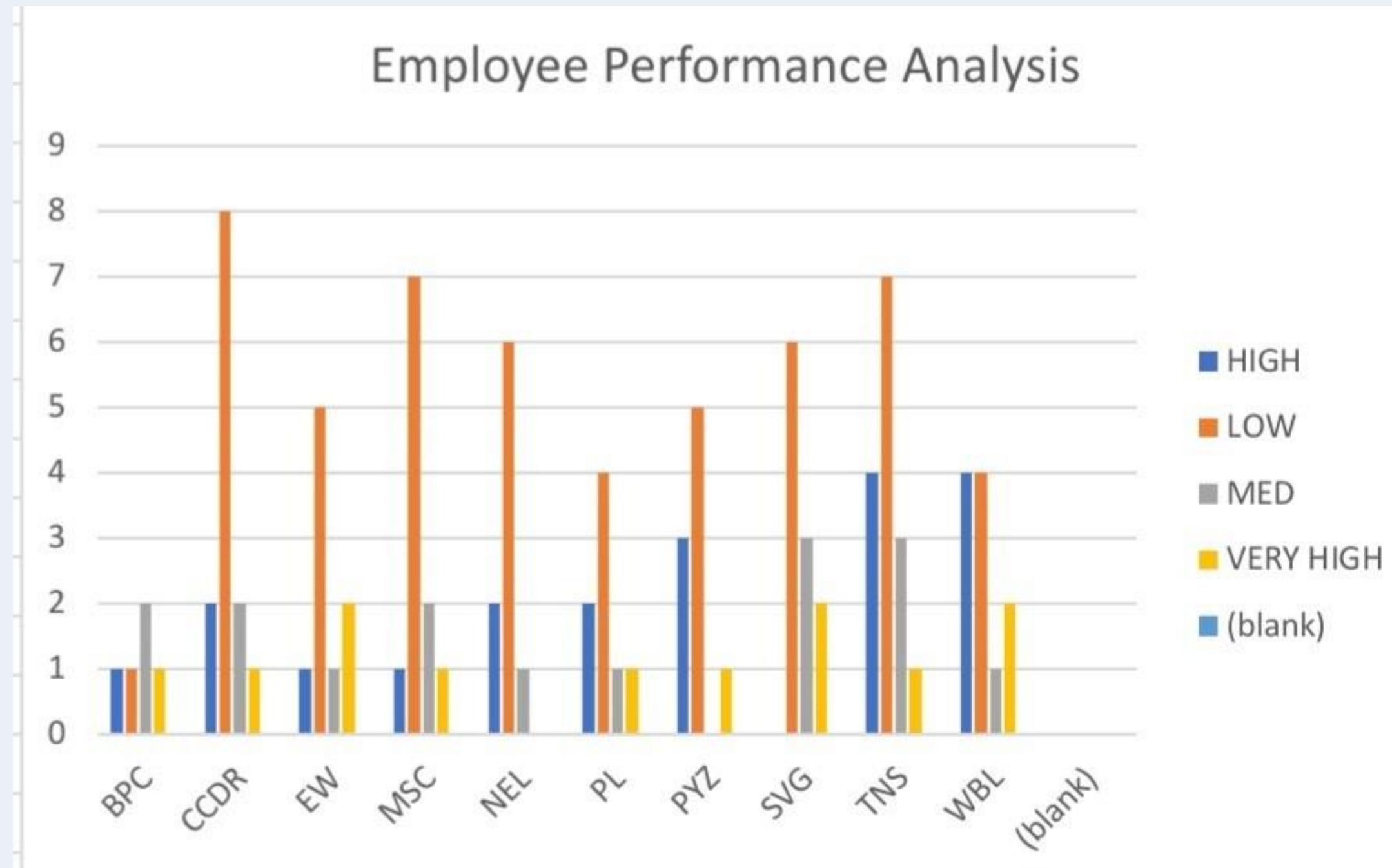
Analyze the impact of individual metrics on overall performance ratings.

## Predictive Analytics:

Identify key drivers of performance and areas for improvement.




# RESULTS AND DISCUSSION



# CONCLUSION

In conclusion, the employee performance evaluation process can be enhanced through the use of data analytics. By leveraging descriptive, inferential, predictive, and prescriptive analytics, organizations can:

1. Gain a deeper understanding of employee performance
  2. Identify areas for improvement
  3. Develop targeted talent development programs
  4. Inform performance improvement initiatives
  5. Drive business outcomes
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**THANK YOU.....**