NAME: R.ASHWINI **REGISTER NO: 312210285 DEPARTMENT: B.COM (GENERAL) COLLEGE NAME: GSS JAIN COLLEGE** FOR WOMEN



PROJECT TITLE

• EMPLOYEE PERFORMANCE ANALYSIS USING EXCEL



AGENDA

- PROBLEM STATEMENT
- PROJECT OVERVIEW
- END USERS
- OUR SOLUTION AND PREPARATION
- DATA SET DESCRIPTION
- MODELLING APPROACH
- RESULTS AND DISCUSSION
- CONCLUSION

PROBLEM STATEMENT

- THE ORGANISATION SEEKS TO IMPROVE OVERALL WORKFORCE PRODUCTIVITY AND EFFECTIVENESS BY ANALYSING EMPLOYEES PERFORMANCE. TO ADDRESS THESE ISSUES THE COMPANY HAS TO REBUTS PERFORMANCE ANALYSIS FRAMEWORK THAT CAN
- 1. **ASSESSMENT PERFORMANCE MATRIC**: IDENTIFY AND QUANTITY RELEVANT PERFORMANCE INDICATORS
- 2. BENCH MARK PERFORMANCE: ESTABLISH BENCHMARK AND PERFORMANCE STANDARDS
- 3. ENHANCE FEEDBACK MECHANISM: IMPROVE THE FEEDBACK BACK PROCESS
- 4. ANALYSIS PERFORMANCE DATA: UTILITIES PERFORMANCE DATA TO IDENTIFY.



PROJECT OVERVIEW

- GOAL: TO EVALUATE AND ENHANCE EMPLOYEE PERFORMANCE
- PURPOSE: TO IDENTIFY STRENGTH AND WEAKNESS.
- RESOURCES: PERFORMANCE MANAGEMENT SOFTWARE

DATA ANALYSIS TOOLS

HR AND DEPARTMENTAL INPUT

ACCESS PERFORMANCE CHANNELS.



END USERS

- MANAGERS AND SUPERVISORS
- HUMAN RESOURCES PROFESSIONALS
- EXECUTIVE AND SENIOR LEADERSHIP
- EXECUTIVE
- TEAM LEADERS

OUR SOLUTION AND IT'S VALUE PROPOSITION

KEY FEATURES

REAL TIME ANALYSIS

CUSTOMIZABLE DASHBOARD

AL POWERED INSIGHTS

VALUE PROPOSITION

DATA DRIVEN INSIGHTS

REDUCED TURNOVER

OPERATIONAL EFFICIENCY

DATA SET DESCRIPTION

- WEB SITE -
- FEATURES -
- MY ANALYSIS –
- EMPLOYEE TYPE
 - 1 . STARTING DATA AND ENDING DATA
 - 2. GENDER: MALE OR FEMALE
 - 3 .CURRENT EMPLOYEE RATING AND PERFORMANCE LEVEL



MODELLING

- DATA COLLECTION
 - 1. KAGGALE
 - 2. DOWNLOAD THE EMPLOYEE DATASET
 - 3. PREPARE THE EMPLOYEE DATASET
- FEATURES COLLECTION
 - 1. THERE 26 FEATURES
 - 2. MY ANALYSIS ARE 9 FEATURES



DATA CLEANING

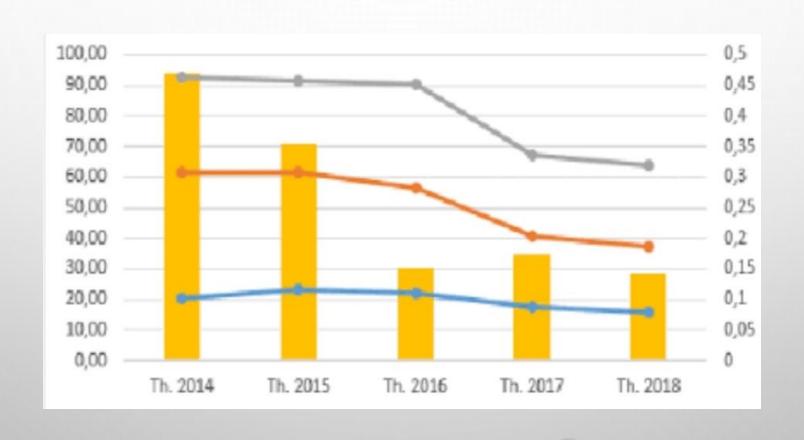
- 1. IDENTIFY THE MISSING VALUE
- 2. MISSING VALUE SHORT AND FILTER
- PERFORMANCE LEVEL
 - 1. VERY HIGH
 - 2. HIGH
 - 3. MEDIUM OR LOW
- SUMMARY
 - 1. PIVOT TABLE
 - 2. GRAPH TO ANALYSES



VISUALIZATION

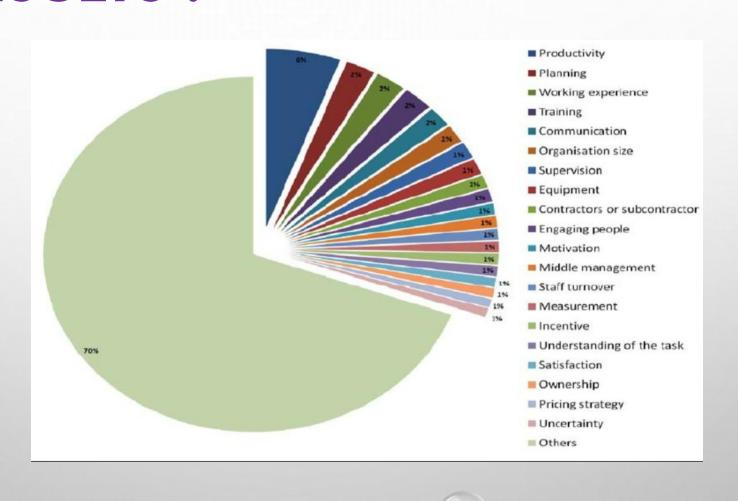
- DATA COLLECTION
- RATING THE EMPLOYEES
- GENDER
- LEVEL OF PERFORMANCE
- GIVEN FORMULA OF PERFORMANCE LEVEL

RESULTS:





RESULTS:





CONCLUSION

EXCEL CAN BE USED TO ANALYSE EMPLOYEE PERFORMANCE IN A NUMBER OF WAYS, INCLUDING

TEMPLATES

EXCEL TEMPLATES CAN INCLUDE AREAS FOR COMMENTS AND OBSERVATIONS, AND CAN CALCULATE AVERAGE SCORES, IDENTIFY TOP PERFORMERS, AND MORE

DASHBOARD SHEETS

SUMMARY DASHBOARD CAN USE CHARTS, GRAPHS, AND CONDITIONAL FORMATTING TO VISUALIZE PERFORMANCE METRICS.

FORMULAS AND FUNCTIONS

BASIC FORMULAS LIKE SUM, AVERAGE AND COUNT CAN AGGREGATE DATA AND CALCULATE KPLS. ADVANCED FUNCTION LIKE LOOKUPS, INDEX/ MATCH, AND IF STATEMENT CAN ALSO BE USED

PIVOT TABLES

PIVOT TABLE CAN BE USED FOR DYNAMIC DATA ANALYSIS, SUMMARIZING AND FILTERING PERFORMANCE DATA.

CONDITIONAL FORMATTING

CONDITIONAL FORMATTING AND RULES CAN BE USED TO AUTOMATICALLY FLAG PERFORMANCE LEVEL.

CHARTS AND GRAPHS

BAR AND LINE CHARTS CAN BE USED TO VISUALIZE PERFORMANCE TRENDS OVER TIME