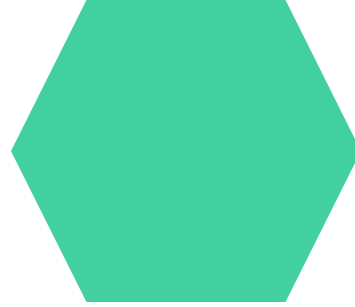
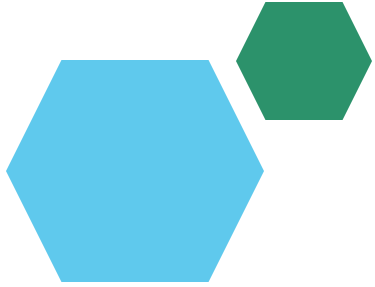


Employee Data Analysis using Excel



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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

Excel performance review templates: If we have to be honest, we are not their biggest fans. We do,

however, know that they are a massive part of how a lot of organizations go through their performance review cycles

Even though we find the use of Excel performance review templates to be a cumbersome

process that puts a lot of unnecessary burden on the backs of both reviewers and reviewees alike,

we do know that there is a lot of demand for helpful Excel performance review templates.



PROJECT OVERVIEW

. A project overview provides a high-level summary of the project, including its objectives, key metrics, performance analysis, and overall results. It serves as a comprehensive snapshot of the project's status and helps stakeholders understand progress and outcomes.

Here's a structured approach to creating a project overview in Excel, focusing on both project management and employee performance analysis



WHO ARE THE END USERS?

When creating an employee performance analysis in Excel, it's important to understand who the end users are, as this will influence the design, complexity, and features of your analysis.

Human Resources (HR) Managers

- *Comprehensive overview of employee performance.
- *Insights into trends and patterns in employee performance.

Department Managers

- *Insight into team performance and individual contributions.
- *Data to make decisions on project assignments and team development.



OUR SOLUTION AND ITS VALUE PROPOSITION



Centralized Data Management:

***Comprehensive Data Entry:** Collect and organize performance data such as task completion, hours worked, quality scores, and feedback in one central location.

***Customizable Metrics:** Define and track performance metrics relevant to your organization or project.

Detailed Performance Analysis:

***Performance Metrics:** Analyze key metrics including task completion rates, hours worked vs. estimated, quality scores, and feedback ratings.

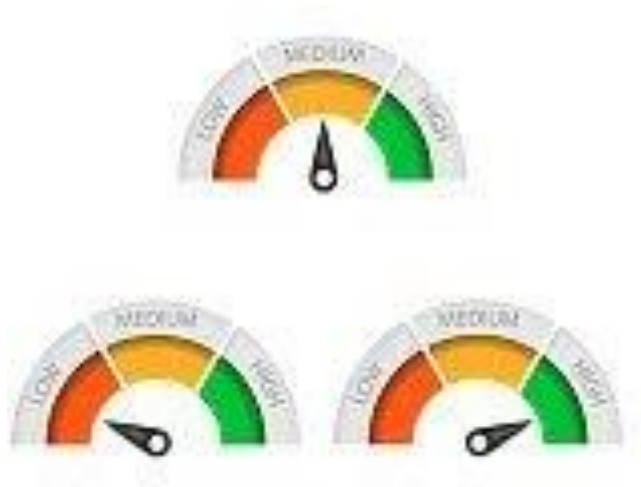
***Trend Analysis:** Identify trends over time and compare performance across different periods or projects

Dataset Description

- ❑ Kaggle-employee performance analysis.
- ❑ 26 features-but only consider 9 features such as,
 - *Emp id=Numerical Values.
 - *First Name and Last Name-Alphabet.
 - *Employee type.*Performance level.
 - *Gender Male and Female.
 - *Employees Rating Numerical values.
 - *Business unit.
 - *Employee status.

THE "WOW" IN OUR SOLUTION

Performance IFS(Z8>=5, "HIGH", Z8>=4,"MODERATE",
Z8>=3, "LOW", TRUE, "VERY LOW")



MODELLING

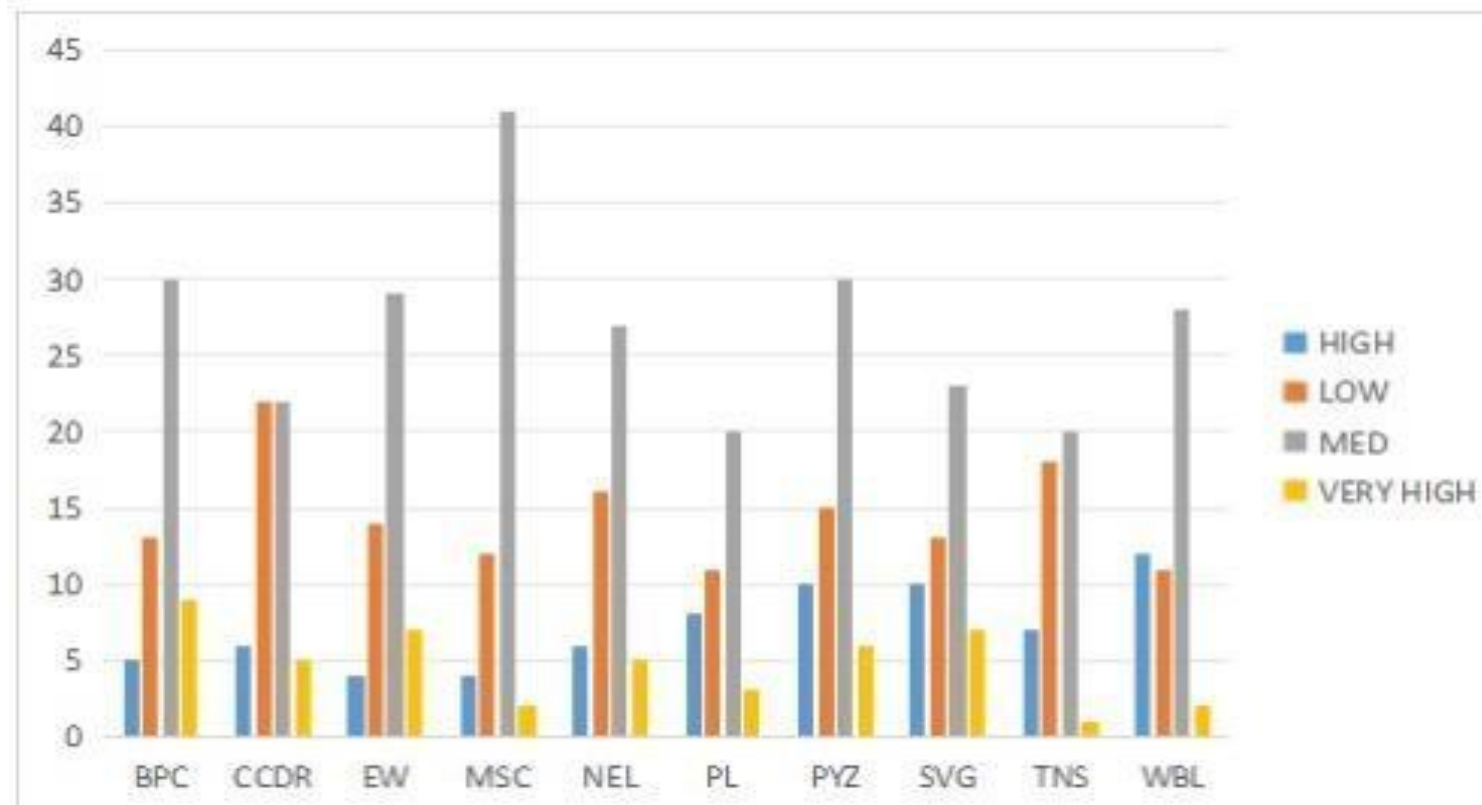
Data Collection:

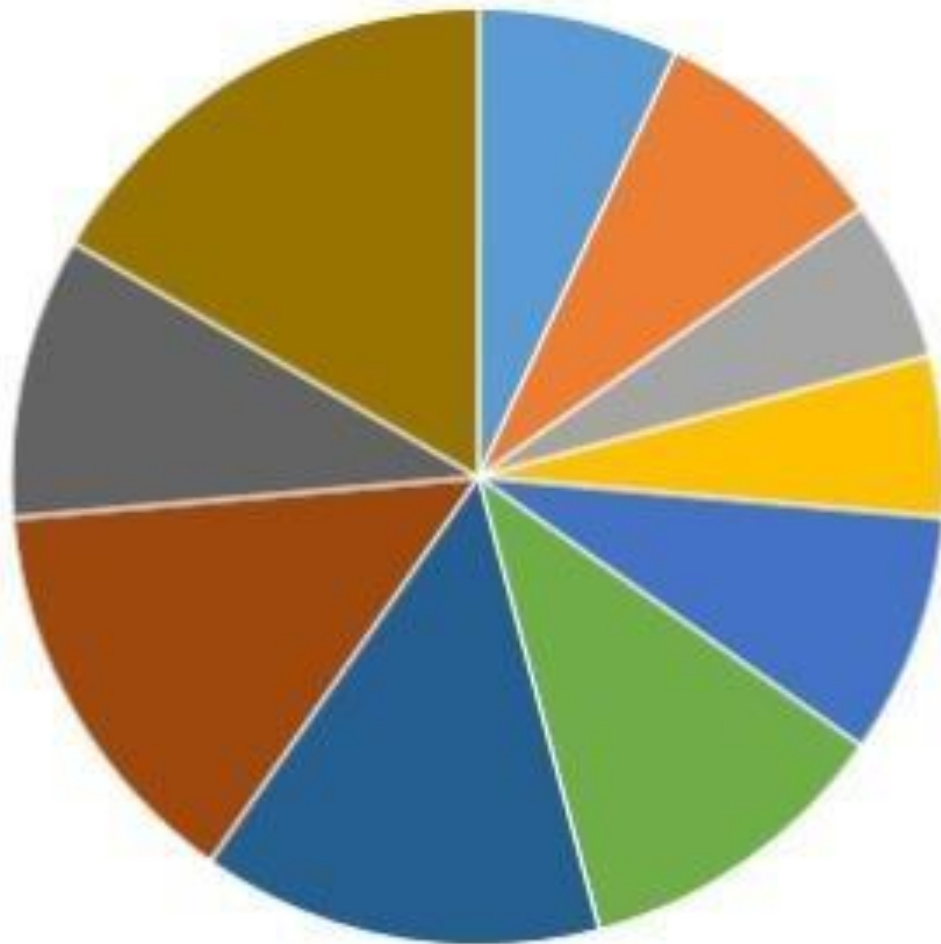
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RESULTS





- BPC
- CCDR
- EW
- MSC
- NEL
- PL
- PYZ
- SVG
- TNS
- WBL

conclusion

conclusion of an employee performance analysis typically summarizes an employee's performance during a review period, and highlights their strengths and areas for improvement. Here are some other things to consider when concluding an employee performance analysis:

Performance management:

Performance management is an important part of an organization's success. It can help employees achieve their full potential by setting clear goals, providing feedback, recognizing achievements, and offering growth opportunities.

Performance appraisal:

Performance appraisal is a tool for assessing employee performance and commitment. It can help employees identify areas for improvement, set goals, and receive feedback. It can also help organizations increase employee engagement, productivity, and efficiency.

Data mining:

Data mining can be used to predict and monitor employee performance. Previous appraisal records and other employee- related data can be used to build a classification model that can analyze and predict the performance levels of new employees. ?