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

The project aims to create an Excel-based system for employee performance analysis, providing structured data entry, automated calculations, and visual dashboards to streamline performance tracking, reduce errors, and enable data-driven decision-making for management.

PROJECT OVERVIEW

•The objective is to develop an Excel-based tool for efficient employee performance analysis, automating calculations, and providing visual dashboards to enable data-driven decision-making and improve productivity.

WHO ARE THE END USERS?

- ❖ HR Managers

- ❖ Line Managers

- ❖ Team Leads

- ❖ Training and Development Professionals

- ❖ Senior Leaders

- ❖ Employees

OUR SOLUTION AND ITS VALUE PROPOSITION

SOLUTION:
Employee performance analysis system

VALUE PROPOSITION:
     1.Streamline Performance Management
     2.Data-Driven Insights
     3.Improved Employee Engagement
     4.Talent Optimization
     5.Scalability and Flexibility

Dataset Description

DATASET NAME :
    Employee performance Data

DESCRIPTION:
    This dataset contains employee performance data including:
        1.Employee Information: Employee ID, Name, Job Title , Department, Location.

        2.Performance Metrics: Sales Performance , Customer Satisfaction ,Quality Ratings , Attendance , Training Completion.

        3.Goal Setting: Individual Goals, Teams Goals , Company Goals.
        4.Feedback and Coaching : Manager Feedback , peer Feedback, Self-Assessment.

         5.Development Planning: Training Needs, Career Development Plans Succession Planning.

        6. Performance Evaluations; Regular Performance Reviews, 360-Degree.

THE "WOW" IN OUR SOLUTION

❑ Focusing on the "WOW" factor in your solution can help highlight its unique value proposition and different it from other solutions. Here are some potential "WOW" factor for the Employee Performance Analysis System.

1. Predictive Analytics
2. Real-time Feedback
3. Personalized Development Plans
4. 360- Degree Visibility
5. Automation and Efficiency
6. User-Friendly Interface
7. Integration and scalability
8. Integration and Scalability
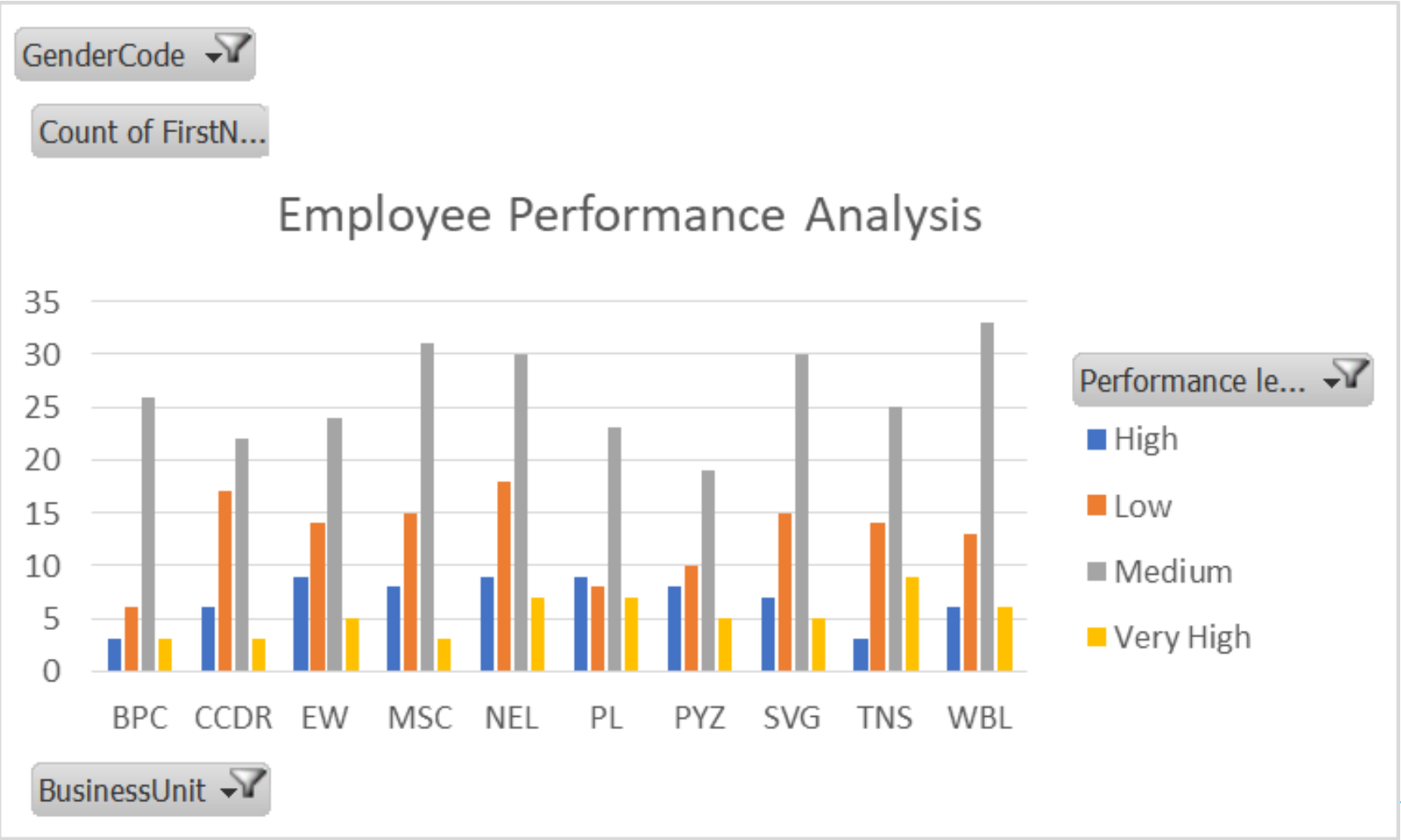9. Actionable Recommendations
10. Continuous Improvement

MODELLING

This dataset contains employee performance data including:

        1.Employee Information: Employee ID, Name, Job Title , Department, Location.

        2.Performance Metrics: Sales Performance , Customer Satisfaction ,Quality Ratings , Attendance , Training Completion.

        3.Goal Setting: Individual Goals, Teams Goals , Company Goals.

        4.Feedback and Coaching : Manager Feedback , peer Feedback, Self-Assessment.

        5.Development Planning: Training Needs, Career Development Plans Succession Planning.

        6. Performance Evaluations; Regular Performance Reviews, 360-Degree.

RESULTS

GenderCode

Count of FirstN...

Employee Performance Analysis

Performance le...

- High
- Low
- Medium
- Very High

BusinessUnit

conclusion

The Employee performance Analysis System is a game-changing solution that transforms the way organizations approach talent management. By harnessing the power of advanced analytics , automation , and AI-driven insights , this system unlocks the hidden potential of employees, amplifies business performance, and fuels sustainable growth