Employee Data Analysis using

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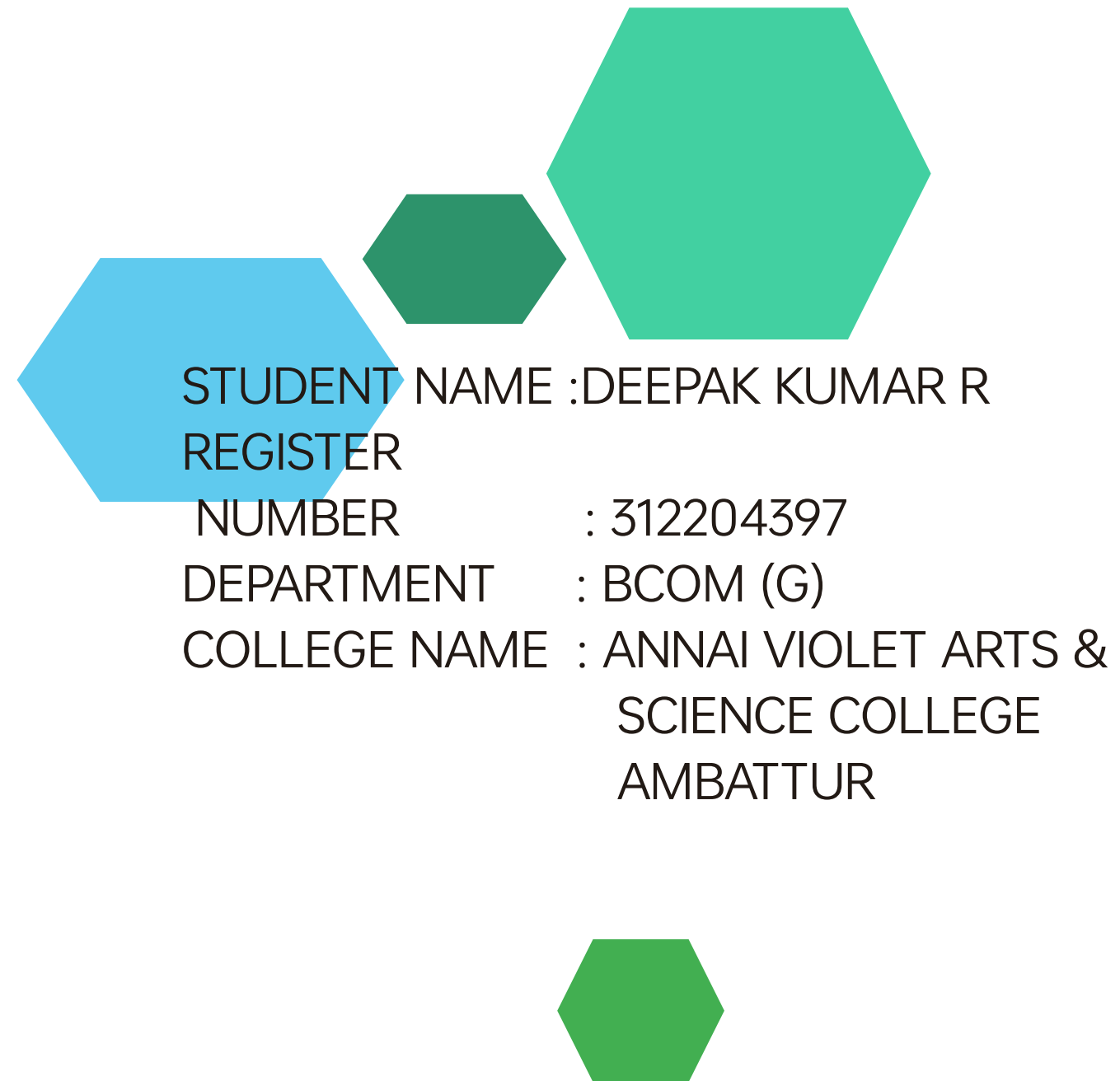
PROJECT TITLE

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

Create an Excel-based pe8ormance analysis
system to
evaluate and track employee pe8ormance. The
system
should collect and organize data on various
pe8ormance metrics, analyze it to calculate
scores,
and visualize trends with cha:s and graphs. The
tool
must also generate summary and detailed
repo:s, be
user-friendly with clear instructions, and ensure
data
security and accuracy. It should be scalable and
compatible with commonly used Excel versions

PROJECT OVERVIEW

- e.velop an Excel-based tool to track and
  - e.valuate
  employee pe8ormance. This system will collect and
  organize data on key metrics, analyze pe8ormance
  scores, and provide visualizations through cha:s
  and graphs. It will generate both summary and
  detailed repo:s, be user-friendly with clear
  instructions and dropdown lists, and include security
  measures to protect data accuracy. The tool must be
  scalable and compatible with widely used Excel

WHO ARE THE END USERS?

Managers: Assess and track employee and team pe8ormance for
decision-making on promotions and development.
HR Professionals: Use data for pe8ormance reviews, training needs, and
strategic planning.
Team Leaders: Monitor team pe8ormance, provide feedback, and identify
areas for improvement.
Executives: Review aggregated data for organizational insights and strategic
decisions.
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OUR SOLUTION AND ITS VALUE PROPOSITION

Training and Development: Create targeted training programs to address skill gaps.
Incentives: Design pe8ormance-based incentives to motivate employees.
Process Improvement: Optimize workflows and improve communication to enhance productivity.
Feedback and Coaching: Implement regular feedback and coaching sessions.

Dataset Description

Employee ID: Unique identifier for each employee.
Name: Employee's full name (o5en anonymized in datasets).
Depa:ment: The depa:ment or team the employee belongs to.
Job Title: The role or position held by the employee.
Date of Hire: The date the employee sta:ed working with the organization.
Years of Experience: Total years of experience the employee has, both within and outside the organization

THE "WOW" IN OUR SOLUTION

Real-Time Pe8ormance Tracking:
- Enables immediate monitoring and adjustments to
employee pe8ormance, promoting agility and continuous
improvement.
Advanced Analytics and AI:
Uses data analytics and AI to identify trends, predict
outcomes, and recommend personalized actions, aiding in
data-driven decision-making

MODELLING

Pivot table:

Copy the selected features and paste it in new sheet. Select the all

features and create the Pivot table. Order the features in this following as ROW:

Employee status, Playzone COLOUMN: Employee type VALUES: Current

employee rating FILTER: Gender Then the table will be created.

PIVOT CHART:

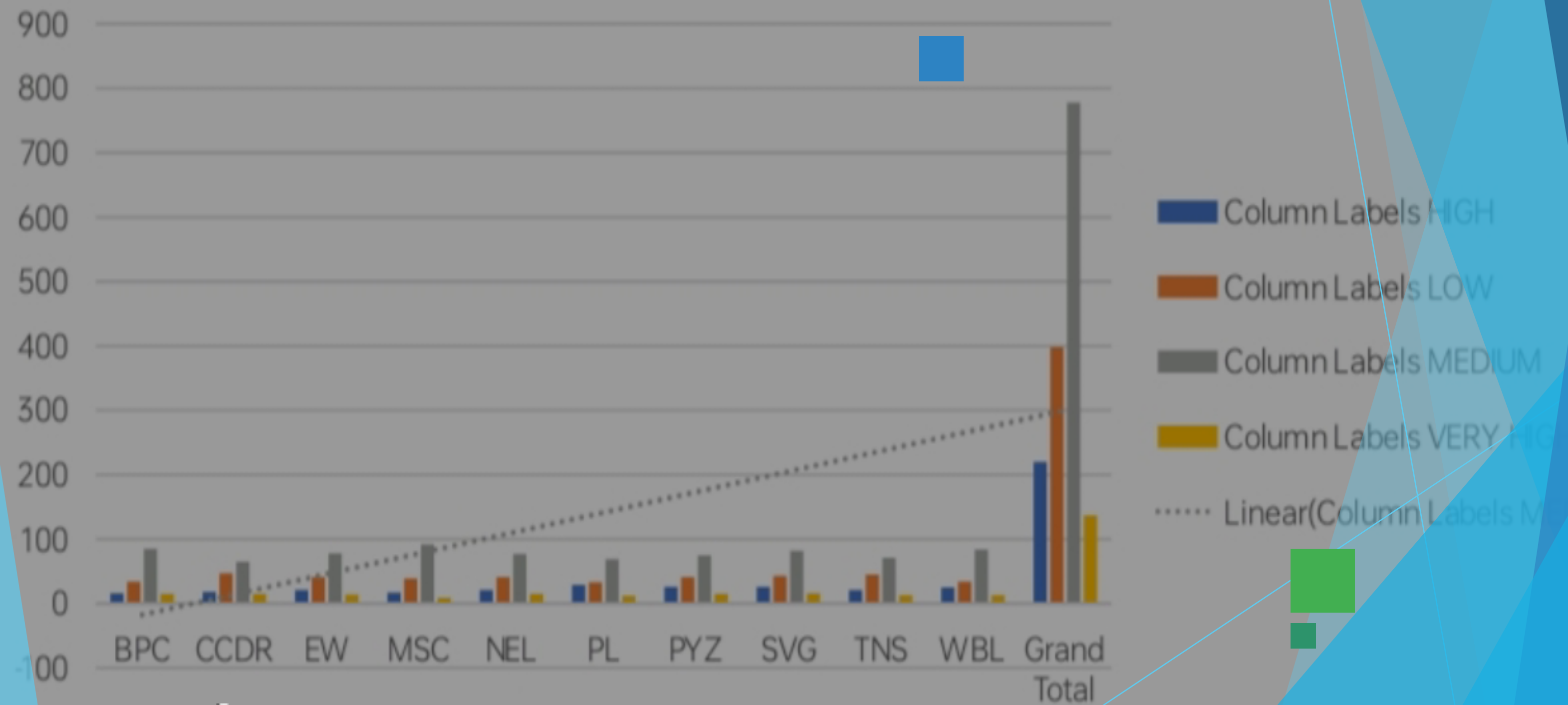Select the table and click the Pivot Cha: option and choose

our favorite cha: example: Bar cha:, Pie cha: etc...

Then we finish the

cha:

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RESULTS

Employee Performance Analysis

conclusion

Pe8ormance Drivers: Training, experience, and feedback are crucial for
high
pe8ormance.
Employee Segmentation: Identifies pe8ormance clusters, guiding
targeted
interventions and recognition.
Predictive Insights: Helps anticipate and address potential pe8ormance
issues proactively.
Recommendations: Focus on targeted training, recognition programs,
and
effective resource allocation

Employee_Data_Analysis_2.pdf

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