Employee Data Analysis Using Excel

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PROJECT TITLE

- Employee performance
- Analysis using excel

AGENDA

- Problem Statement
- Project Overview
- End Users
- Our Solution and Proposition
- Dataset Description
- Modelling approach
- Results and Discussion
- Conclusion

PROBLEM STATEMENT

- A problem statement is a business document that outlines an organization's issue and proposes a detailed solution to prevent its recurrence.

- Problem statements serve as important communication tools, providing insights about potential threats, fostering innovation and promoting technological development.

- Crafting an effective problem statement involves clearly defining the problem, explaining its relevance, supporting claims with data, proposing practical solutions, and demonstrating the benefits of these solutions.

PROJECT OVERVIEW

- A project overview is a brief summary of a project's goals, value, and potential challenges, useful for keeping a team organized and aligned with the project's objectives.

- Writing a project overview requires determining the project's scope, learning about any unknowns through research, discussing the project details with clients, and creating an outline to summarize this information effectively.

- Project overviews offer multiple benefits such as enabling quick access to project information, allowing everyone involved to understand their roles, and providing a tool for reference and updates throughout the project's lifecycle.

WHO ARE THE END USERS?

- Human resources team
- Department managers/supervisors
- Executive leadership
- Employees
- IT/Data analysis

OUR SOLUTION AND ITS VALUE PROPOSITION

- If you're intentional about creating a value proposition, it can help clarify the way forward for your entire company. However, including too many voices early on can water down your intent in an effort to make everyone happy, and, ironically, the results won't work for anyone.

- Rather than get everyone involved, start with a small group of people (no more than three) who can set aside the time to hone a few compelling options.

- Here's how to write a value proposition three different ways, from complex mapping to a simple formula. Start with one or try all three in a workshop to refine your ideas with greater precision.

DATASET DESCRIPTION

- **Mean:** The mean of a data set is the average of all the observations. It's a ratio of the sum of the observations to the number of elements.
- **Median:** When you list data in ascending order, the median is the number that falls directly in the middle of the data set.
- **Range:** The range is the difference between the highest and lowest value within a data set, which tells you more about how far a data set extends.
- **Unique value count:** A unique value count tells you what a data set contains by counting each unique item within categorical columns.
- **Frequency count:** The frequency count totals the number of observations for each category you list in the rows of a data set.
- **Histogram:** A histogram is a graphical representation of a data set that shows the frequency count throughout the range of data.

THE “WOW” IN OUR SOLUTION

- Uncovering Patterns and Trends: Data analysis allows researchers to identify patterns, trends, and relationships within the data. By examining these patterns, researchers can better understand the phenomena under investigation. For example, in epidemiological research, data analysis can reveal the trends and patterns of disease outbreaks, helping public health officials take proactive measures.

- Testing Hypotheses: Research often involves formulating hypotheses and testing them. Data analysis provides the means to evaluate hypotheses rigorously. Through statistical tests and inferential analysis, researchers can determine whether the observed patterns in the data are statistically significant or simply due to chance.

- Making Informed Conclusions: Data analysis helps researchers draw meaningful and evidence-based conclusions from their research findings. It provides a quantitative basis for making claims and recommendations. In academic research, these conclusions form the basis for scholarly publications and contribute to the body of knowledge in a particular field.

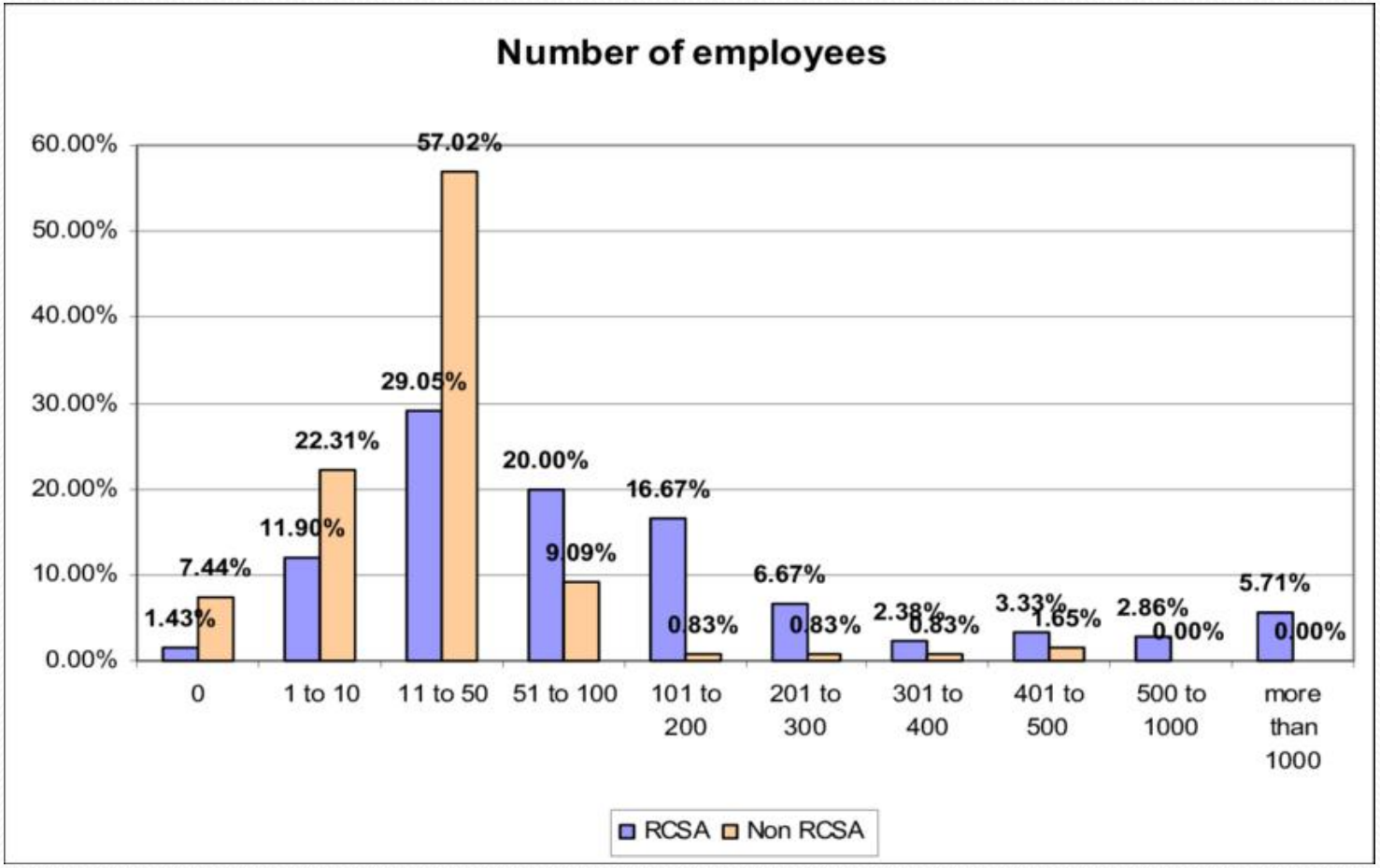
MODELLING

- Improved understanding of data: Data modeling helps stakeholders to better understand the structure and relationships of the data, which can help to inform decisions about how to use and store the data.

- Improved data quality: Data modeling can help to identify errors and inconsistencies in the data, which can improve the overall quality of the data and prevent problems later on.

- Improved collaboration: Data modeling helps to facilitate communication and collaboration among stakeholders, which can lead to more effective decision-making and better outcomes.

RESULTS


Number of employees
60.00%
50.00%
40.00%
30.00%
20.00%
10.00%
0.00%
1.43%
7.44%
11.90%
22.31%
29.05%
57.02%
20.00%
9.09%
16.67%
0.83%
6.67%
0.83%
2.38%
0.83%
3.33%
1.65%
2.86%
0.00%
5.71%
0.00%
0
1 to 10
11 to 50
51 to 100
101 to 200
201 to 300
301 to 400
401 to 500
500 to 1000
more than 1000
RCSA
Non RCSA

CONCLUSION

- Data analytics can be a powerful tool for improving employee performance and helping organizations stay competitive. Here are some possible conclusions about the impact of data analytics on employee performance:
- Improved performance management
- Data analytics can help organizations track key metrics and make performance management more proactive. This can lead to better alignment of objectives, increased productivity, and improved employee engagement.
- Better decision-making
- Data analytics can help organizations make data-driven decisions by providing actionable insights. For example, managers can use performance data to identify strengths and areas for improvement, which can help them create personalized development plans.

THANK YOU