# Employee Data Analysis using Excel

STUDENT NAME: D. Dheva preya
REGISTER NO: 312205855
DEPARTMENT: COMMERCE
COLLEGE: VIDHYA SAGAR WOMEN'S COLLEGE

# PROJECT TITLE

## Employee Performance Analysis using Excel

Edit with WPS Office

# 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

Edit with WPS Office

# PROBLEM STATEMENT

Track and measure individual employee performance across various KPIs (Key Performance Indicators) such as sales targets, customer satisfaction ratings, project completion rates, and quality metrics. .Provide data-driven insights to support performance-based decisions, such as promotions, bonuses, and development opportunities Enable managers to easily monitor and evaluate team performance, identify trends, and make data-informed decisions

# PROJECT  OVERVIEW

Design a dashboard, create formulas, pivot tables, and conditional formatting to provide data-driven insights for performance-based decisions.

Deliverables In Excel workbook, user guide, and recommendations for future enhancement s .Resources are Excel software, employee performance data, HR team input, and manager feedback.
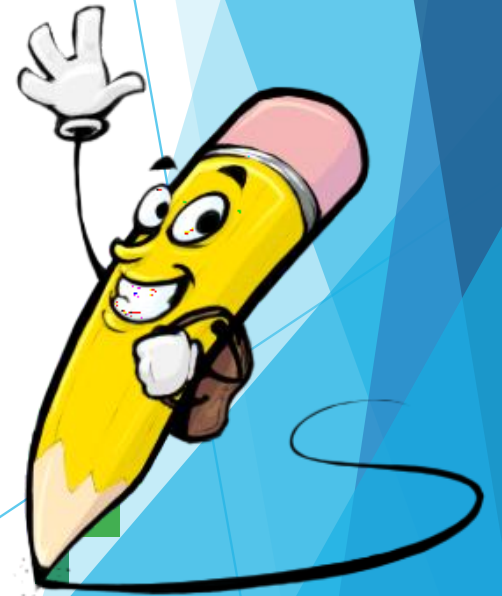
# WHO ARE THE END USERS?

1. HR Managers
2. Line Managers
3. Supervisors
4. Employees
5. Executives
6. Talent Management Teams
7. Compensation and Benefits Teams

Edit with WPS Office

# OUR SOLUTION AND ITS VALUE PROPOSITION

1. Streamlines performance tracking and analysis

2. Provides data-driven insights for informed decisions

3. Enhances employee development and growth

4. Improves productivity and performance management.

Edit with WPS Office

# Dataset Description

- Employee ID
- Name
- Department
- Job Title
- Performance Metrics (e.g., Sales, Quality Timeliness)
- Ratings (e.g., 1-5)
- Feedback Comments
- Goals and Objectives
- Training and Development Plans

# THE "WOW" IN OUR SOLUTION

- Automated data visualization
- Predictive analytics
- Personalized development plans
- Real-time feedback
- Integration with HR systems
- Customizable and scalable

These features make your solution efficient, proactive, personalized, and easy to use, setting it apart from others!

Edit with WPS Office

# MODELLING

1. Regression Modeling
2. Decision Trees
3. Clustering
4. Time Series Analysis
5. Correlation Analysis
6. Scorecard Modeling

These approaches help predict performance, identify key drivers, and inform data-driven decisions.

Edit with WPS Office

# RESULTS

1. Improved Employee Performance
2. Enhanced Decision Making
3. Increased Productivity
4. Better Talent Management
5. Data-Driven Culture
6. Reduced Turnover
7. Improved Employee Engagement

These results lead to a more efficient, effective, and data-driven organization.

Edit with WPS Office

# conclusion

In conclusion, the Employee Performance Analysis in Excel solution offers a comprehensive and data-driven approach to managing employee performance. By leveraging automation, predictive analytics, and personalized insights, organizations can:

- • Improve employee performance and productivity
- • Enhance decision making and talent management
- • Foster a data-driven culture and reduce turnover
- • Drive business success through informed decisions