Employee Data Analysis using Excel

STUDENT NAME: K. Esha
REGISTER NO: 312210099
DEPARTMENT: B.com Marketing Management
COLLEGE: valliammal college for women chennai

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

- Title: Challenges in Employee Management
- Bullet points:
  - High turnover rates
  - Low employee engagement
  - Inefficient training programs
  - Limited resources for HR
  - Difficulty in predicting future trends

PROJECT OVERVIEW

- Title: Employee Data Analysis Project
- Objectives:
  - Analyze employee data to identify trends and patterns
  - Develop predictive models for employee retention and performance
  - Provide data-driven insights for HR decision-making
- Scope: Employee data from [specific department/company]

WHO ARE THE END USERS?

- Title: Who Benefits from This Project
- Bullet points:
  - HR Managers
  - Talent Acquisition Teams
  - Training and Development Departments
  - Business Leaders and Executives
  - Employees (indirectly)

OUR SOLUTION AND ITS VALUE PROPOSITION

- Title: Employee Data Analysis Platform
- Description: A data-driven platform for HR decision-making
- Value Proposition:
  - Improved employee retention and engagement
  - Enhanced training and development programs
  - Data-driven recruitment strategies
  - Increased productivity and efficiency

Dataset Description

- Title: Employee Dataset
- Sources:
  - HR information systems (HRIS)
  - Surveys and feedback forms
  - Performance management software
  - Time tracking tools
- Characteristics:
  - Demographic data (age, gender, location)
  - Performance data (productivity, efficiency)
  - Engagement data (satisfaction, retention)

THE "WOW" IN OUR SOLUTION

- Title: Unique Features of Our Solution
- Bullet points:
  - Predictive analytics for employee retention
  - Personalized training recommendations
  - Real-time employee sentiment analysis
  - Integration with existing HR systems

MODELLING

- Title: Machine Learning Models Used
- Bullet points:
  - Regression analysis for predictive modeling
  - Clustering analysis for employee segmentation
  - Decision trees for classification
- Algorithms:
  - Random Forest
  - Gradient Boosting
  - Neural Networks

RESULTS

- Title: Key Findings and Insights
- Visualizations:
  - Charts and graphs illustrating trends and patterns
  - Heatmaps and scatter plots for correlation analysis
- Metrics:
  - Employee retention rate increase
  - Training program effectiveness
  - Productivity and efficiency improvements

conclusion

- Summary of key points
- Impact of employee data analysis on HR decision-making
- Future directions and recommendations
- Call-to-action (next steps)