loyee 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

• DATA COLECTION & MANAGEMENT OF EMPLOYEE PERFORMANCE DATA.

• VISUALIZATION OF EMPLOYEE PERFORMANCE TRENDS & COMPARISIONS USING CHART, GRAPH & DASHBOARD.

• ANALYSIS OF PERFORMANCE MATRICS BY DEPARTMENT, TEAM, OR INDIVIDUAL.

PROJECT OVERVIEW

- IDENTIFICATION OF TOP PRFORMERS, UNDERPERFORMER, & TRAINING NEEDS

- DEPARTMENTAL & TEAM PERFORMANCE COMPARAISION.

- PERFORMANCE MATIRIC CALCULATION & ANALYSIS.

- DATA COLLECTION & MANAGEMENT
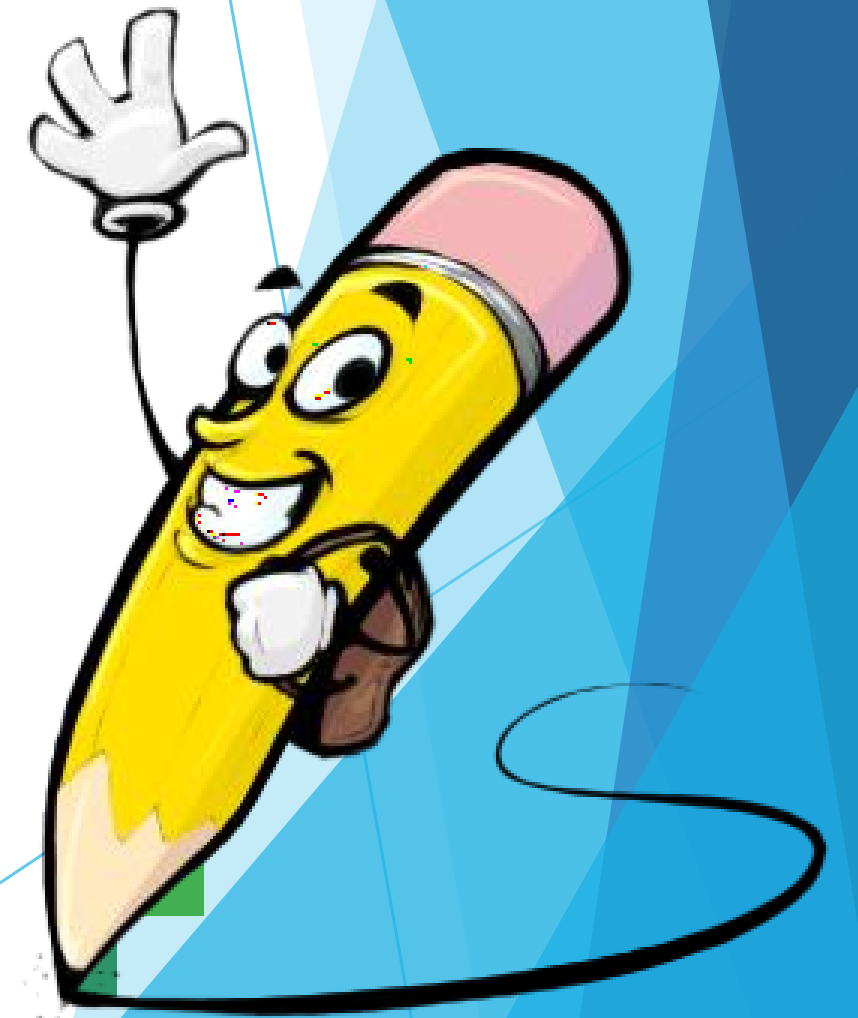
WHO ARE THE END USERS?

- HR MANAGERS
- DEPARTMENT HEADS
- TEAM LEAD
- EMPLOYEES
- TALENT MANAGEMENT TEAMS

BY CONSIDERING THE NEEDS & REQUIREMENTS OF THESE END USERS, YOU CAN DESIGN AN EFFECTIVE EMPLOYEE PERFORMANCE ANALYSIS SYSTEM IN EXCEL

OUR SOLUTION AND ITS VALUE PROPOSITION

- AUTOMATED PERFORMANCE TRACKING

- CUSTOMIZABLE DASHBOARDS

- DATA-DRIVEN INSIGHT

- ENHANCED DECISION-MAKING

- IMPROVED EMPLOYEE ENGAGEMENT

- STREAMLINED PERFORMANCE MANAGEMENT

- vSTRATEGIC WORKFORCE PLANNING

Dataset Description

- EMPLOYEE INFORMATION TABLE
- PERFORMANCE METRICS TABLE
- PERFORMANCE EVALUATIONS TABLE
- TRAINING & DEVELOPMENT TABLE
- FEEDBACK & SURVEYS TABLE
- SALES/PRODUCTION DATA TABLE

DATA TYPE INCLUEDS:
A. EMPLOYEER ID
   B. DEPARTMENT
   C. RATINGS
   D. GOAL
   E. COMMENTS

THE "WOW" IN OUR SOLUTION

- **AUTOMATED PERFORMANCE TRACKING**: EFFORTLESSLY MONITOR EMPLOYEE PERFORMANCE METRICS, ELIMINATING MANUAL DATA ENTRY

- **PREDICTIVE ANALYTICS**: IDENTIFY POTENTIAL PERFORMANCE ISSUES BEFORE THEY ARISE, ENABLING PROACTIVE INTERVENTIONS

- **CUSTOMIZABLE PERFORMANCE METRICS**: ALIGN METRICS WITH ORGANIZATION GOALS, ENSURING RELEVANT PERFORMANCE MEASUEMENT.

- **REAL TIME REPORTING**: GENERATE INSTANT REPORTS, FACILITATING TIMELY DECISION-MAKING

MODELLING

- **REGRESSION ANALYSIS**:

  PREDICT EMPLOYEE PERFORMANCE BASED ON HYSTORICAL DATA.

- **CLUSTER ANALYSIS**:

  GROUP EMPLOYEES WITH SIMILAR PERFORMANCE CHARACTERISTICS

- **DECISION TREES**:

  IDENTIFY KEY FACTORS INFLUENCING EMPLOYE PERFORMANCE

- **CONDITIONAL FORMATTING**:

  HIGHLIGHT PERFORMANCE TREND & OUTLINES

- **PIVOT TABLES**:

  ANALYZE & SUMMARIZE LARGE DATASETS

RESULTS

Legend: BPC CCDR EW MSC NEL PL PYZ SVG TNS WBL
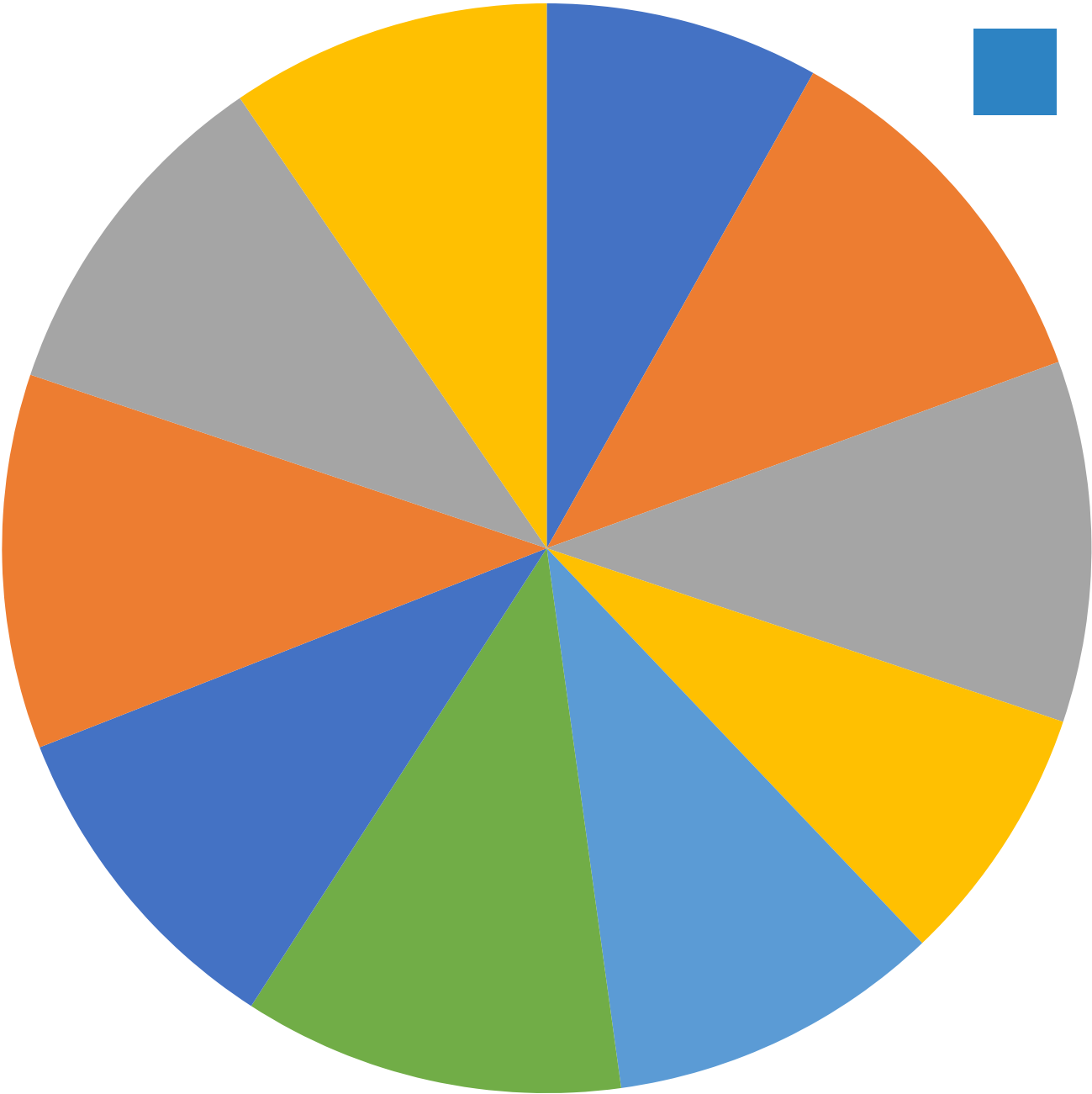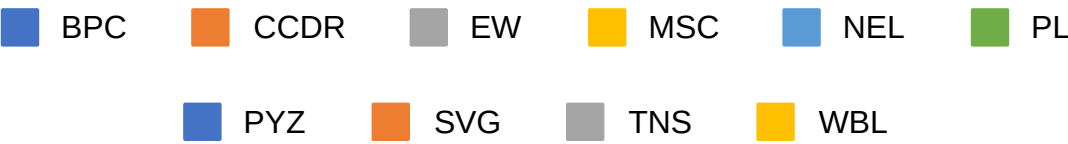
conclusion

- EMPOWERS DATA DRIVEN DECISION MAKING ENHANCE PERFORMANCE MANAGEMENT BOOSTS EMPLOYEE ENGAGEMENT AND GROWTH

- BY LEVERAGING EXCEL FOR EMPLOYEE PERFORMANCE ANALYSIS , ORGANIZATION.

- UNLOCK EMPLOYEE POTENTIAL DRIVE BUSINESSSUCESS STAY COMPETITIVE IN THE MARKET

- EMBRACE DATA DRIVEN PERFORMANCE MANAGEMENT & EMPOWER YOUR WORK FORCE TO EXCE