

Employee 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

- Accurately evaluate employee performance
- Identify strengths, weaknesses, opportunities and threats(SWOT analysis)
- Develop targeted interventions and training programs
- Inform talent management decisions (promotions,successions)



PROJECT OVERVIEW

- Analysis employee performance data to identify key drivers of performance and areas for improvement
- Develop data- driven insights to inform talent management decisions, training programs and leadership development initiatives
- Focus on identifying key predictors of performance , area of improvement and opportunities for growth and development



WHO ARE THE END USERS?

- Line managers
- HR business partners
- Senior leadership
- Employee development teams
- Compensation and benefits teams
- Talent acquisition teams
- Employees
- Organizational development teams

OUR SOLUTION AND ITS VALUE PROPOSITION



- **Solution** : Empower AI – employee performance insights.
- **Value proportion:**
- Identify top performers
- Pinpoint skill gaps
- Enhance employee engagement
- Inform data – driven decisions
- Boost productivity



Dataset Description

Description : This data set contains information on employee performance ,demographics ,and development activities

Fields:

- Employee ID
- Name
- Job role
- Department
- Performance rating
- Performance level

THE "WOW" IN OUR SOLUTION

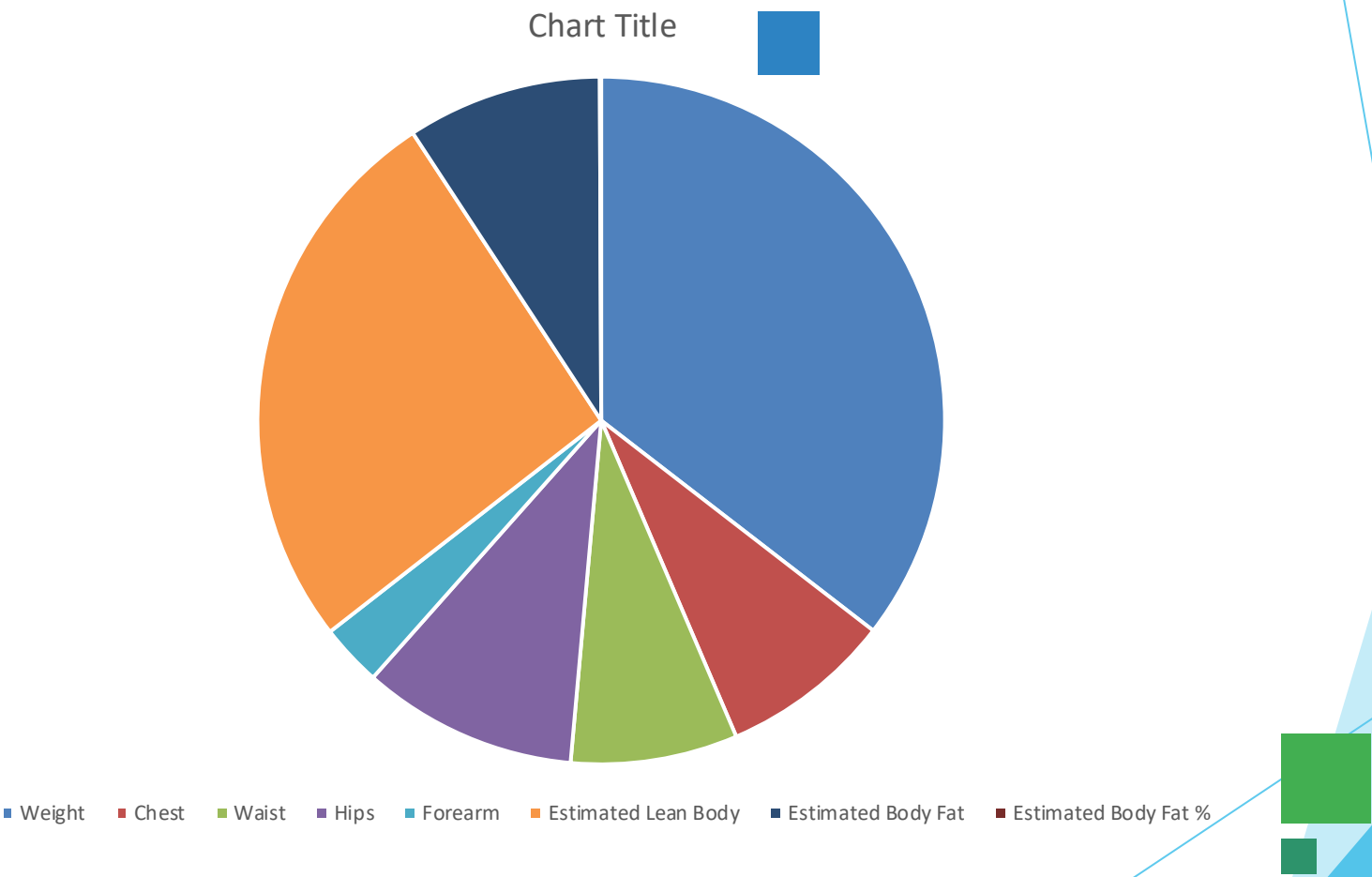
- AI driven predictive analytics for accurate forecasting and insights
- Automated performance scoring for unbiased evaluations
- Personalized development plans for targeted growth and improvement
- Real-time feedback and coaching for continuous development
- Intuitive and interactive dashboards for easy visualization and tracking



MODELLING

- Regression Analysis
- Decision Trees
- Clustering Analysis
- Predictive Modeling
- Propensity Scoring
- Survival Analysis
- Network Analysis
- Machine Learning Algorithms
- Simulation Modeling
- Bayesian Networks

RESULTS



conclusion

Employee performance analysis is a critical component of talent management, enabling organizations to make data driven decisions ,drive business outputs and enhance employee experience. By leveraging advanced analytics modelling techniques.