



EMPLOYEE DATA ANALYSIS USING EXCEL

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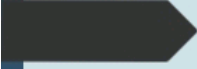
PROJECT TITLE

EMPLOYEE PERFORMANCE ANALYSIS USING EXCEL



AGENDA

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- 2. PROJECT OVERVIEW**
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- 4. OUR SOLUTION AND PROPOSITION**
- 5. DATASET DESCRIPTION**
- 6. MODELLING APPROACH**
- 7. RESULTS AND DISCUSSION**
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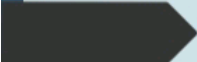
PROBLEM STATEMENT

THE HUMAN RESOURCES DEPARTMENT OF (YOUR COMPANY NAME) SEEKS TO ANALYSE THE RELATIONSHIP BETWEEN EMPLOYEE PERFORMANCE AND SALARY.



PROJECT OVERVIEW

**IN ANY ORGANIZATION ENSURING THAT EMPLOYEE ARE FAIRLY
COMPENSATED FOR THEIR PERFORMANCE IS CRITICAL FOR
MAINTAINING MOTIVATING, REDUCING TURNOVER, AND ATTRACTING
TOP TALENT.**



WHO ARE THE END USERS?

HR MANAGERS: TO ASSESS OVERALL EMPLOYEE PERFORMANCE TRENDS, IDENTIFY TRAINING NEEDS AND USE CASE METRICS FOR RECRUITMENT AND RETENTION STRATEGIES.

DEPARTMENT TRENDS: USE PERFORMANCE DATA TO VSET GOALS.

PERFORMANCE ANAYSIS: GENERATE REPORTS AND RECOMMENDATION FOR OPTIMISING THE PERFORMANCE MANAGEMENT PROCESS.

OUR SOLUTION AND ITS VALUE PROPOSITION

PERFORMANCE BASED COMPENSATION: REAWARDED APPROPRIATELY

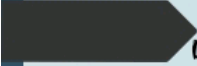
DATA-DRIVEN SALARY ADJUSTMENTS: REDUCING BIAS AND PROMOTING FAIRNESS

TRANSPARENCY TRUST: THE PLATFORMS PROMOTE TRANSPARENCY

RETENTION OF TOP TALENT : BY ENSURING THE COMPETITION

FORMULA: EXCEL FORMULAS

GRAPHS: FINAL REPORT



DATASET DESCRIPTION

BUSINESS UNITS COVERED:

- ★ TNS
- ★ BPC
- ★ WBL
- ★ CCOR
- ★ NEL
- ★ SV6
- ★ MSC
- ★ EW
- ★ PYZ
- ★ PL

EMPLOYEE ID: PR00147 TO VT02417

THE "WOW" IN OUR SOLUTION

THE "WOW" IN OUR SOLUTION IS EMPLOYEES WITH HIGH RECOGNISED PERFORMIONG RATING.



1 2 3 4 5 6 7 8 9 10 11 12 13 14

MODELLING

DATASET: EMPLOYEE DATASET

FEATURE SELECTION: WORK LOCATION

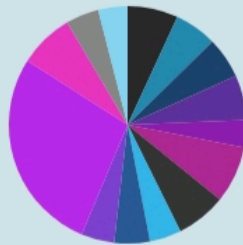
DATA CLEANING: MISSING VALUE, IRRELEVANT

FORMULA: PERFORMANCE CALCULATION, LOW, MEDIUM, HIGH, SUM

PIVOT TABLE AND CHART: SUMMARY, BUSINESS UNIT, GENDER, EMPLOYEE TYPE, EMPLOYEE ID, PERFORMANCE.

CHART: PIE, BAR, LINE, PIVOT CHART.

RESULTS



■ 1 ■ 2 ■ 3 ■ 4 ■ 5 ■ 6 ■ 7 ■ 8 ■ 9 ■ 10 ■ 11 ■ 12 ■ 13 ■ 14



CONCLUSION

BY SYSTEMATICALLY EVALUATING PERFORMANCE METRICS ALONG SIDE SALARY DATA, ORGANIZATIONS CAN ENSURE THAT COMPENSATION IS DIRECTLY ALIGNED WITH EMPLOYEE CONTRIBUTIONS.

