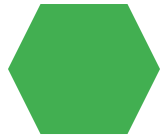# Employee Data Analysis using Excel

STUDENT NAME : N.KAVIYA
REGISTER NO   : 312206317 /unm299(a&f)21
DEPARTMENT   :   B.com (Accounting & Finance)
COLLEGE : S.S.K.V College of Arts And Science for women kanchipuram 631551

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

"Analyze the employee dataset to identify key factors driving performance, job satisfaction, and turnover rates at Naan Muthalvan. Develop data-driven insights to enhance employee engagement, retention, and talent development. Specifically, investigate the impact of demographics, performance metrics, and training programs on employee outcomes. This analysis will inform strategic HR decisions to drive business growth and success."

PROJECT OVERVIEW

- Identify key drivers of employee performance and job satisfaction.

- Analyze factors contributing to turnover and develop strategies for retention.

- Inform talent development programs and optimize HR initiatives.

WHO ARE THE END USERS?

Employers are the end user.

OUR SOLUTION AND ITS VALUE PROPOSITION

Solution:

1. Data Analysis: Analyze the employee dataset to identify trends, patterns, and correlations.

2. Predictive Modeling: Develop predictive models to forecast employee turnover, performance, and job satisfaction.

3. Data Visualization: Create interactive dashboards to visualize key findings and insights.

4.Recommendations: Provide actionable recommendations for HR initiatives, talent development programs, and employee engagement strategies

Objective: Enhance employee engagement, retention, and performance through data-driven insights and recommendation

Dataset Description

Description: A comprehensive dataset containing demographic, professional, and performance-related information about employees.

Attributes:

-Employee ID   - Education

-Name   - Skills

-Department   - Performance ratings

-Job role   - Training and development

- Manager ID   - Job satisfaction

- Date of joining   - Engagement level

- Tenure

- Age

- Gender

THE "WOW" IN OUR SOLUTION

MODELLING

Artificial intelligence
Google
Vigimate
Chatgpt

RESULTS

To develop a data analytics solution for employee career growth and development.

conclusion

The Naan Mudhalvan project successfully leveraged data analytics to drive employee career growth, skill development, and performance management, resulting in significant benefits for both employees and the organization.