

Employee Data Analysis using Excel

STUDENT NAME: keerthiga. B
REGISTER NO: 312205013
DEPARTMENT: B.COM (GENERAL)
COLLEGE: NAZARETH COLLEGE OF ARTS AND SCIENCE

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 COLLECTION & MANAGEMENT OF EMPLOYEE PERFORMANCE DATA.
- VISUALIZATION OF EMPLOYEE PERFORMANCE TRENDS & COMPARISONS USING CHART, GRAPH & DASHBOARD.
- ANALYSIS OF PERFORMANCE MATRICS BY DEPARTMENT, TEAM, OR INDIVIDUAL.



PROJECT OVERVIEW

- IDENTIFICATION OF TOP PERFORMERS, UNDERPERFORMER, & TRAINING NEEDS
- DEPARTMENTAL & TEAM PERFORMANCE COMPARISON.
- PERFORMANCE MATRICK 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 INCLUDED:

- A. EMPLOYEE ID
- B. DEPARTMENT
- C. RATINGS
- D. GOAL
- E. COMMENTS

THE "WOW" IN OUR SOLUTION



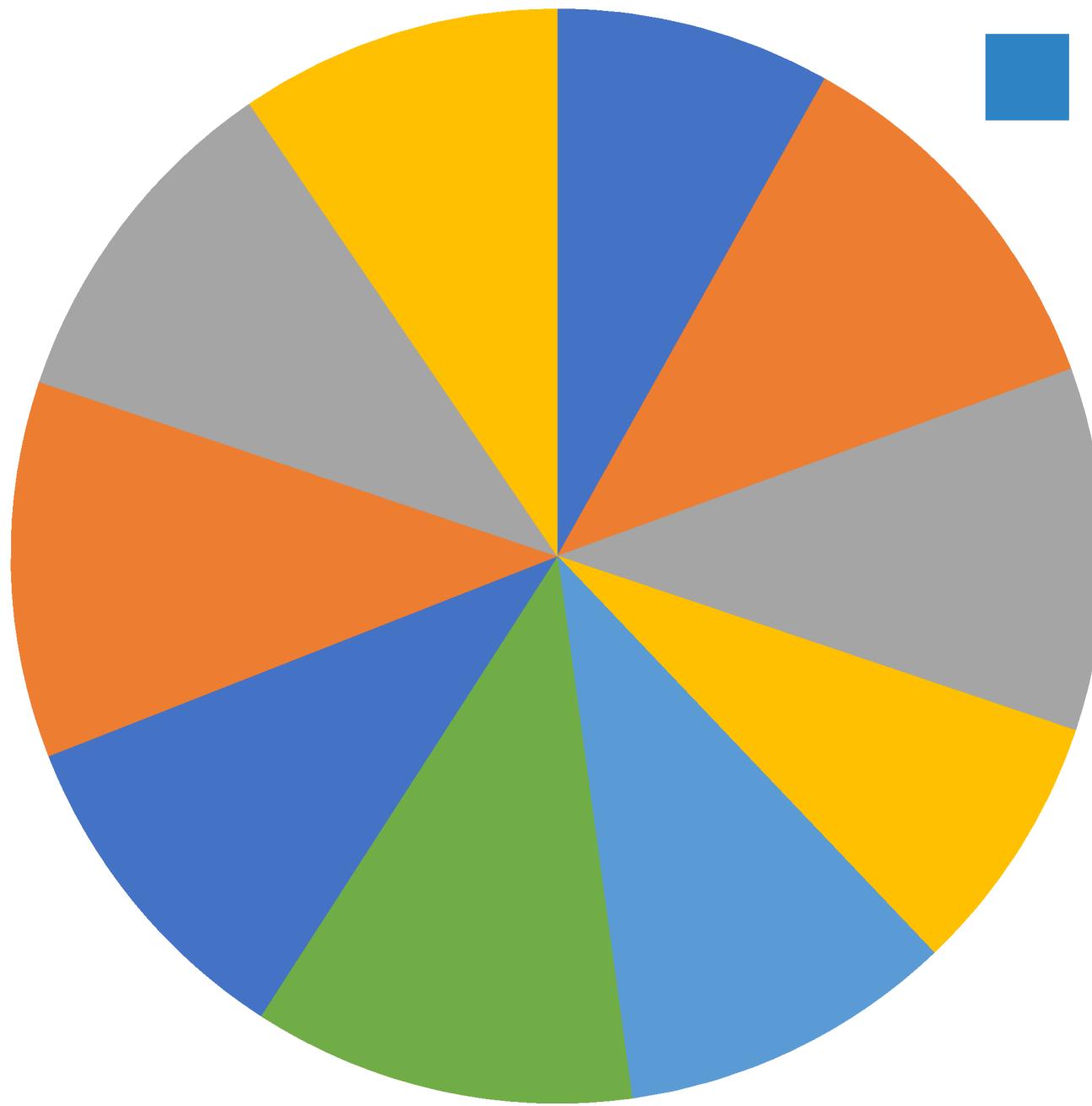
- **AUTOMATED PERFORMANCE TRACKING:**
EFFORTLESSLY MONITOR EMPLOYEE
PERFORMANCE METRICS, ELIMINATING MANUAL DATA
ENTRY
- **PREDICTIVE ANALYTICS:**
IDENTIFY POTENTIAL PERFORMANCE
ISSUES BEFORE THEY ARISE, ENABLING PROACTIVE
INTERVENTIONS
- **CUSTOMIZABLE PERFORMANCE METRICS:**
ALIGN METRICS WITH ORGANIZATION
GOALS, ENSURING RELEVANT PERFORMANCE
MEASUREMENT.
- **REAL TIME REPORTING:**
GENERATE INSTANT REPORTS,
FACILITATING TIMELY DECISION-MAKING

MODELLING

- **REGRESSION ANALYSIS:**
PREDICT EMPLOYEE PERFORMANCE
BASED ON HISTORICAL DATA.
- **CLUSTER ANALYSIS:**
GROUP EMPLOYEES WITH SIMILAR PERFORMANCE
CHARACTERISTICS
- **DECISION TREES:**
IDENTIFY KEY FACTORS INFLUENCING EMPLOYEE
PERFORMANCE
- **CONDITIONAL FORMATTING:**
HIGHLIGHT PERFORMANCE TRENDS & OUTLINES
- **PIVOT TABLES:**
ANALYZE & SUMMARIZE LARGE DATASETS

RESULTS

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 BUSINESS SUCCESS STAY COMPETITIVE IN THE MARKET
- EMBRACE DATA DRIVEN PERFORMANCE MANAGEMENT & EMPOWER YOUR WORK FORCE TO EXCE