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

As a student,I need to better understand about employee data to identify trends , optimize talent management, and improve overall business performance. However employee data is currently scattered across multiple sources, and we lack a comprehensive analysis framework to extract actionable insights.a little bit of body text

PROJECT OVERVIEW

1.Data collection and cleaning
2. Performance metric definition and calculation
3.Excel model design and development
4.Dashboard creation and visualization
5.Testing, validation and refinement

WHO ARE THE END USERS?

Employer
Emloyee
Organisation
Different industries
IT sector

OUR SOLUTION AND ITS VALUE PROPOSITION

Filtering - missing values
conditional formatting
pivot table
chart, graph
sorting

Dataset Description

Employee data set - kaggle

26 features

feature -9 features

employee ID

Gender - male,female

performance

Business unit

name

rating - numerical

THE "WOW" IN OUR SOLUTION

1. Automated data visualisation
2. Customizable performance matric
3. predictive analytics.
4. Employee bench marketing.
5. personalized development plans
6. Real time feedback and coaching

MODELLING

Model 1: simple performance scorecard

Model 2: Performance matrix.

Model 3:Trend analysis.

Model 4: Correlation analysis.

Model 5: predictive analysis.

Model 6: Employee benche marketing

RESULTS

Results provide a data - driven understanding of employee performance, highlighting strengths, weakness and areas for improvement. By leveraging these insights, organization can make informed decisions to optimize workforce performance and drive business success.

conclusion

1. Data-driven decision -making.
2. Enhanced performance management.
3. Improved workforce planning and development
4. Increased transparency and accountability.
5. Better alignment of employee performance with business objectives