

Employee performance Analysis



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PERFORMANCE ANALYSIS

AGENDA

- Problem statement
- Project overview
- End users
- Our solution and proposition
- Dataset description
- Modelling approach
- Results and discussion
- Conclusion.

Problem statement

- Job knowledge and technical skill
- Communication and team work.
 - Problem solving and adaptability.
 - Time management and productivity .



PROJECT OVERVIEW

- Develop an excel workbook with user- Friendly data entry and update functionality.
- Create automated calculations for performance scores and ratings.
- Design conditional formatting to highlight strengths and weaknesses.



END USERS

- Streamlining performance analysis and feedback processes
- Enhancing data-driven decision-making.
- Improving talent development and growth initiatives.
- Increasing efficiency in performance review processes.
- Better identifying top performers and areas for performance.



OUR SOLUTION AND PROPOSITION

1. User friendly data entry : easy to use interface for inputting employee performance data
2. Automated calculation : Performance scores and ratings calculated instantly.
3. Enhance performance management : through streamlined process and automated calculations.
4. Gained or competitive advantage : by developing a high performing work force.



DATASET DESCRIPTION

Employee Information

Performance Metrics

Performance Ratings

Feedback and Comments*

Goals and objectives

Feedback and comments table

Historical performance data



MODELLING APPROACH

Descriptive Analytics:

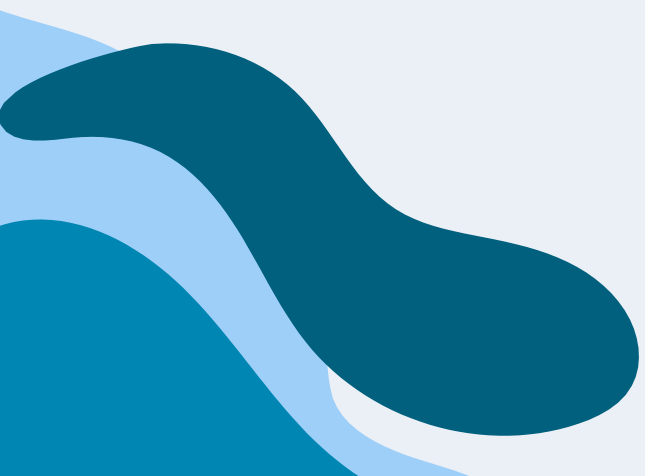
Use Excel formulas and functions to calculate performance metrics and ratings.

Inferential Analytics:

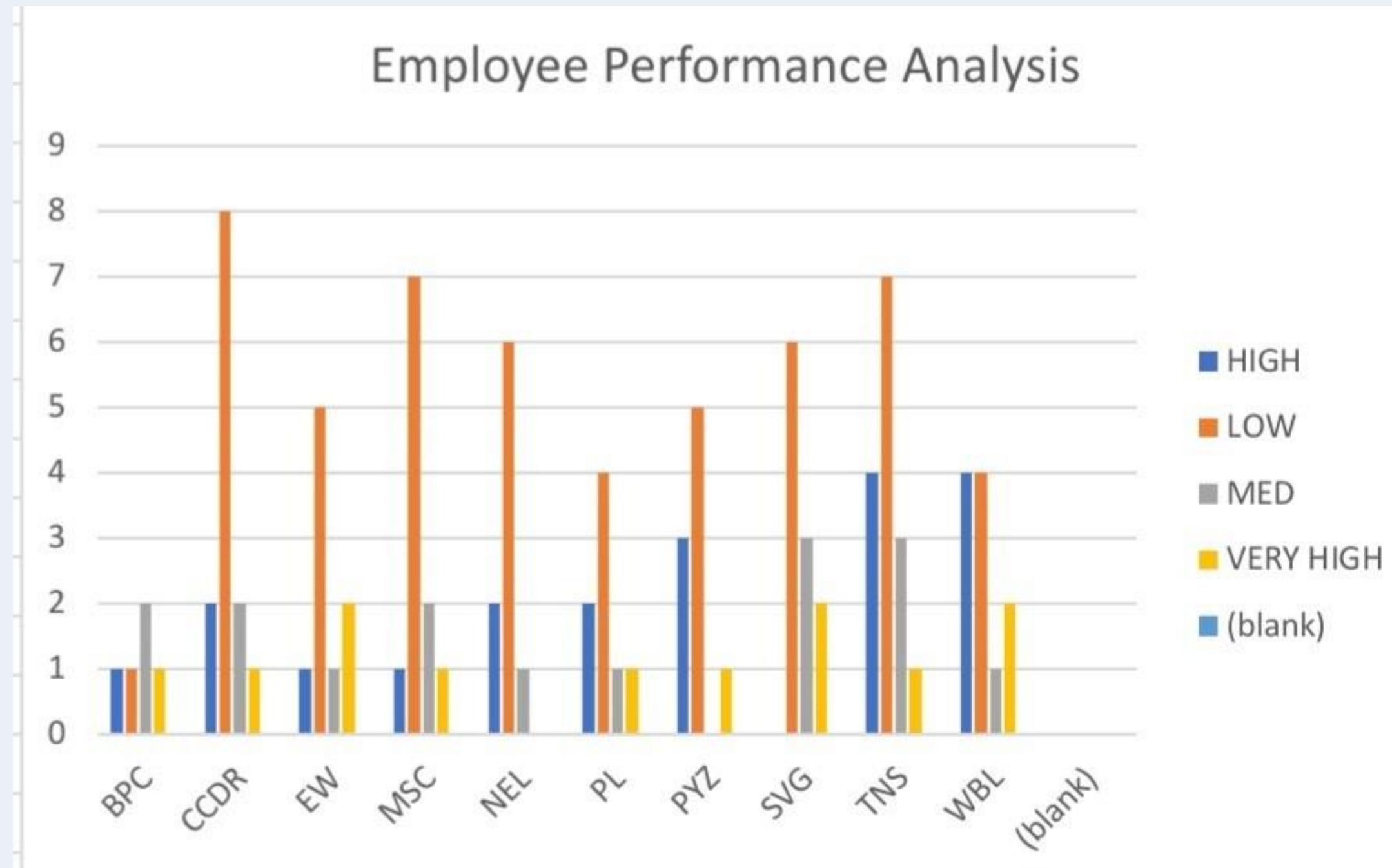
Analyze the impact of individual metrics on overall performance ratings.

Predictive Analytics:

Identify key drivers of performance and areas for improvement.




RESULTS AND DISCUSSION



CONCLUSION

In conclusion, the employee performance evaluation process can be enhanced through the use of data analytics. By leveraging descriptive, inferential, predictive, and prescriptive analytics, organizations can:

1. Gain a deeper understanding of employee performance
 2. Identify areas for improvement
 3. Develop targeted talent development programs
 4. Inform performance improvement initiatives
 5. Drive business outcomes
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THANK YOU.....