loyee Data Analysis using Excel

STUDENT NAME: Madhumitha.N.R
REGISTER NO: 312216787
DEPARTMENT: III BCOM A/F
COLLEGE : Shri krishnaswamy college for women

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

Foster a culture of inclusivity and diversity, and ensure equal opportunities for growth and development.

Drive business success by aligning employee performance with organizational goals and objectives.

PROJECT OVERVIEW

- Analyze employee performance data to identify trends, employee status, and type for improvement.

  Excel workbook with data analysis and visualization.

WHO ARE THE END USERS?

Senior Leadership:

CEOs, CFOs, and other executives who require data-driven insights to inform strategic decisions about talent management and performance improvement initiatives.

OUR SOLUTION AND ITS VALUE PROPOSITION

– Conditional Formatting to highlight top-performing employees and identify areas for improvement.

Bar Charts to visualize performance scores across business units and display trends.

Dataset Description

This data set contains information about employees, their performance, and related factors.

Employee ID : Unique identifier for each employee.

First Name : Employee first name.

Last Name : Employee last name.

THE "WOW" IN OUR SOLUTION

`=IFS(A1>3,"Med",A1>4,"High",A1>5,"Very High")` –

This formula uses the IFS function to assign a rating based on the value in cell A1.

MODELLING

Data collection:

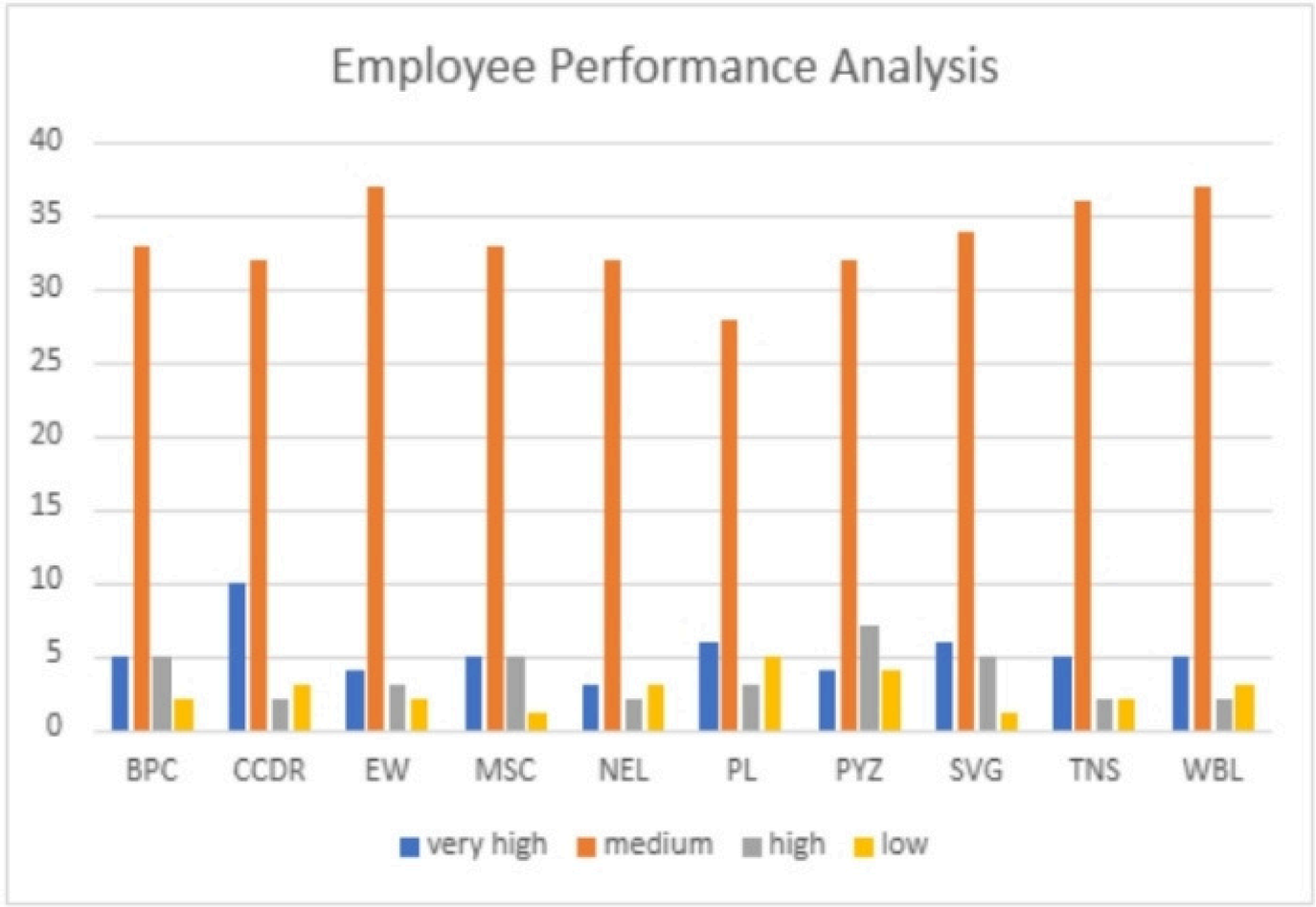
Collect data on employee performance scores, business units, job titles, tenure, training, education, and certifications.

Features :

Extract relevant features from the data, such as:

- Performance Score
- Business Unit
- Job Title

RESULTS


Employee Performance Analysis
40
35
30
25
20
15
10
5
0
BPC
CCDR
EW
MSC
NEL
PL
PYZ
SVG
TNS
WBL
very high
medium
high
low

conclusion

In conclusion, the employee performance analysis provided valuable insights into performance drivers and areas for improvement. By applying data modeling techniques, we identified top performers, training impact, and optimization opportunities. This analysis enables data-driven talent management, driving business success and fostering a culture of continuous improvement.