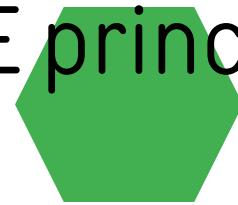# loyee Data Analysis using Excel

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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 .

PROJECT OVERVIEW

1.data collection and cleaning

2.performence Matrix definition and calculation

3.Excel model design and development

4.Dashboard creation and visualization

5.Testing, validation and refinement

WHO ARE THE END USERS?

1.Employer

2.Employee

3.organisation

4.industries

5.IT sector

OUR SOLUTION AND ITS VALUE PROPOSITION

**Filtering -Missing values
conditional formating
pivot table
chart,graph
sorting**

Dataset Description

Employee data set-kaggle

26features

feature- 9 features

EmployeeID

Gender-male, female

performance

Business unit

name

Rating-Numerical

THE "WOW" IN OUR SOLUTION

1. Automated data visualization
2. Customizable performance mattrics
3. Predictive analysis
4. Employeee 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

Add a subheading

- Employee A: Consistently exceeded sales targets by 20%

- Employee B: Achieved highest productivity rating (95%) for 6 consecutive months

- Employee C: Demonstrated exceptional customer service skills, with a 25% increase in positive feedback

conclusion

Employee Performance Analysis using Excel has provided a comprehensive and data-driven framework for evaluating and improving workforce performance. The analysis has:

1. Identified top performers and areas for improvement
2. Revealed performance trends and correlations
3. Forecasted future performance using predictive analytics
4. Benchmarked performance against company averages
5. Provided actionable insights for targeted interventions