Employee Data Analysis using Excel

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PROJECT TITLE

Employee Performance Analysis using Excel: SCORE BASED APPROACH

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

Our organization lacks a clear, data-driven understanding of employee performance, making it challenging to identify top performers, address areas needing improvement, and align individual efforts with company goals. This results in missed opportunities for enhancing productivity and fostering employee growth.

PROJECT OVERVIEW

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This project focuses on developing a comprehensive tool to analyze performance. We will gather and evaluate detailed performance data, using advanced data visualization techniques to create clear and interactive charts and dashboards. The tool will help identify top performers, highlight areas needing improvement, and provide insights to align individual and team efforts with organizational goals. By integrating automated analytics and visual summaries, the solution aims to enhance productivity, support targeted development initiatives, and foster a more effective and motivated workforce. Ultimately, this tool will enable data-driven decision-making, driving better overall performance and contributing to the company's long-term success.

WHO ARE THE END USERS?

- ► Managers and Team Leaders
- ► HR Professionals
- ► Executives
- ► Employees

OUR SOLUTION AND ITS VALUE PROPOSITION

Our solution provides a comprehensive analysis of employee performance through advanced data visualization and automated insights. This approach boosts productivity, identifies top performers, and targets areas for improvement, ensuring alignment with company goals. The result is a more motivated and effective workforce, driving overall organizational success.
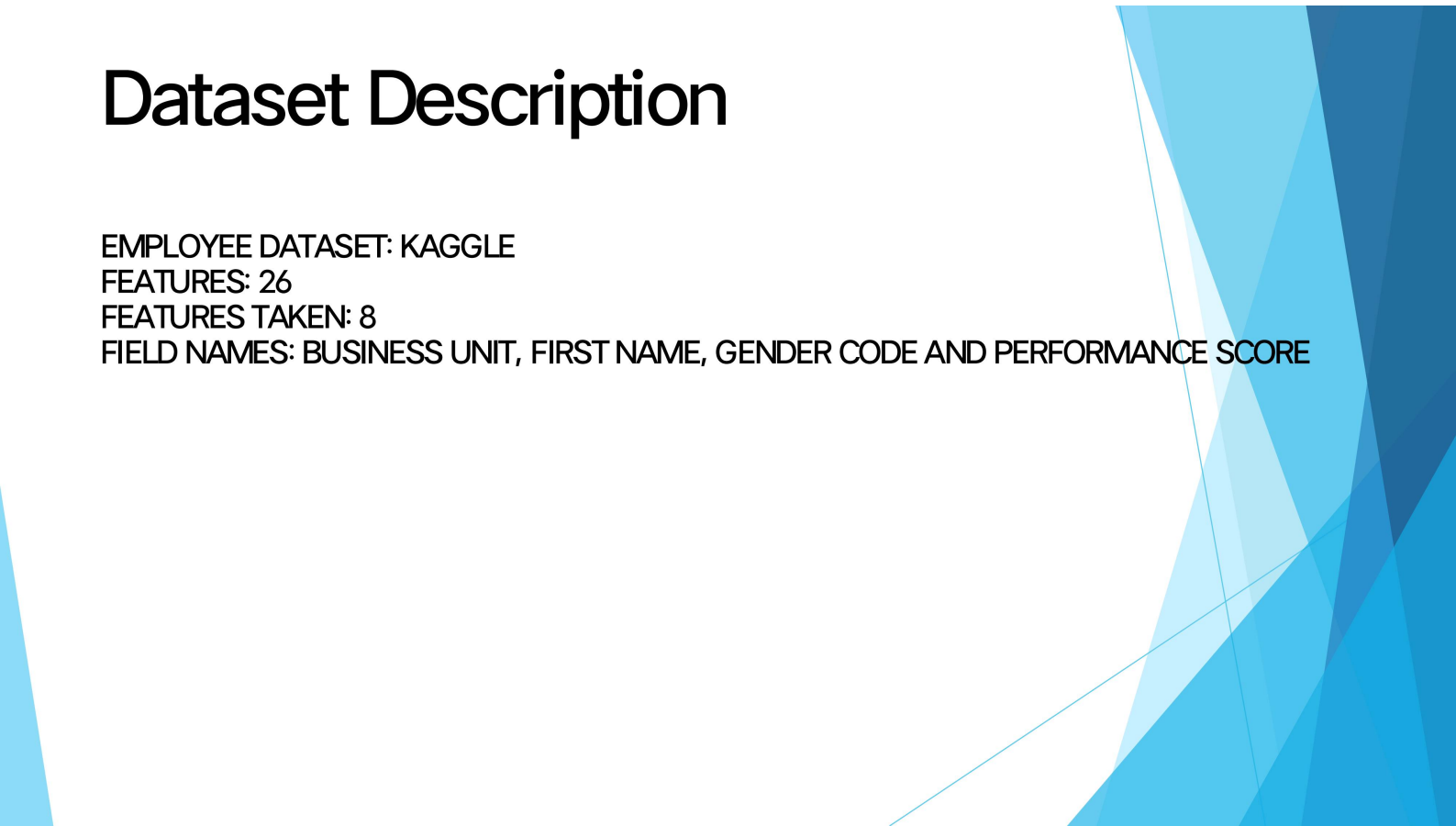
Dataset Description

EMPLOYEE DATASET: KAGGLE
FEATURES: 26
FEATURES TAKEN: 8
FIELD NAMES: BUSINESS UNIT, FIRST NAME, GENDER CODE AND PERFORMANCE SCORE

THE "WOW" IN OUR SOLUTION

Aggregation: Our Excel sheet compiles comprehensive employee performance data, segmented by key metrics such as productivity, efficiency, and goal achievement.

Dynamic Dashboards: The sheet includes interactive dashboards with real-time filtering options, allowing quick comparisons and insights into individual and team performance trends.

MODELLING

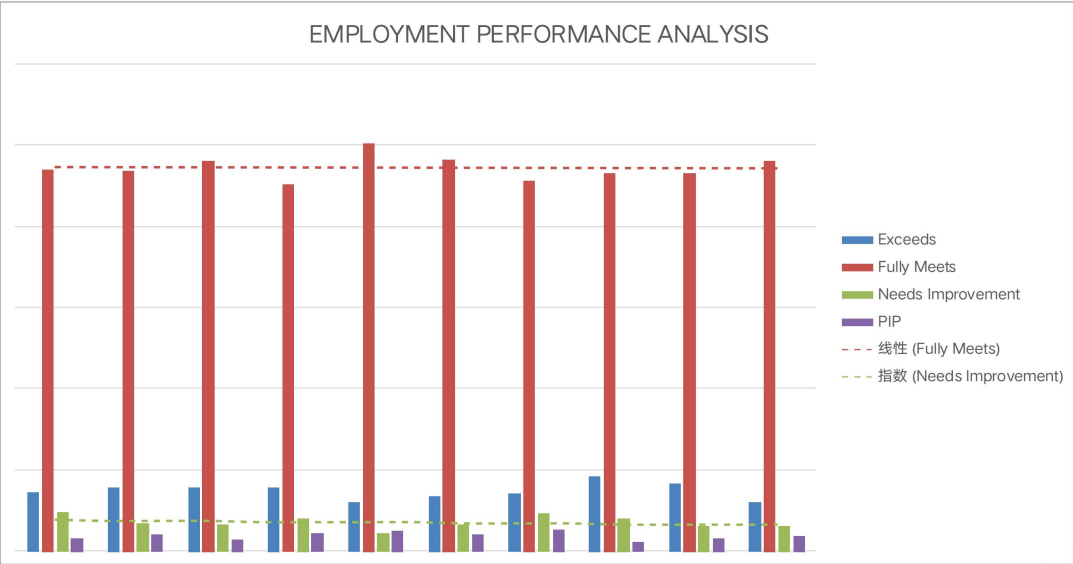DATA COLLECTION:

► Drafted the data from the edunet dataset.

FEATURE COLLECTION:

► Business unit, Gender unit, First name, Performance score.

PERFORMANCE LEVEL:

► Exceeds

► Fully meets

► Needs improvements

► PIP

RESULTS

Employment Performance Analysis

conclusion

Our employee performance analysis offers actionable insights to boost productivity, recognize top talent, and address improvement areas. By aligning employee growth with company goals, we foster a culture of continuous improvement, driving both individual and organizational success. Let's leverage these insights for a stronger, more motivated workforce.