ee 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

The company needs to improve its employee performance evaluation by moving from subjective assessments to a quantitative approach using Excel. The goal is to create a performance modelling analysis that evaluates employees based on various metrics, such as productivity and quality of work.

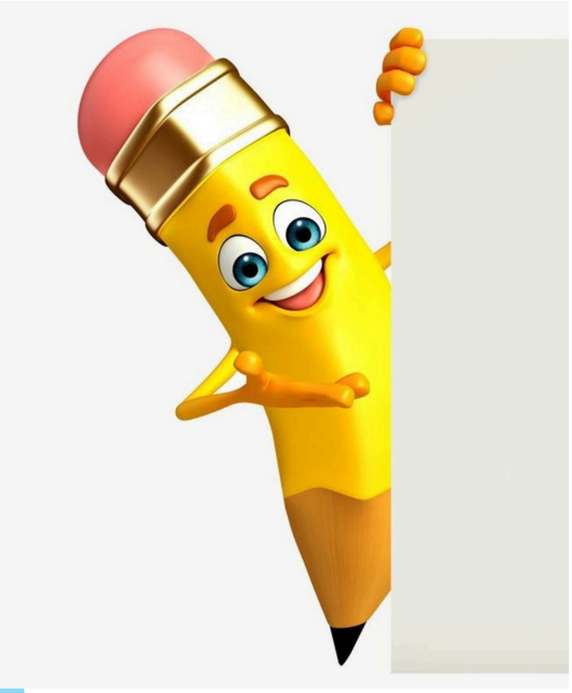
PROJECT OVERVIEW

The project aims to create a model that predicts and assesses employee performance using collected data such as productivity and attendance. Statistical and machine learning methods will be applied to analyse performance trends and provide actionable insights for HR systems.

WHO ARE THE END USERS?

1. **Employees**
2. **Managers and Supervisors**
3. **Human resource Department**

OUR SOLUTION AND ITS VALUE PROPOSITION



Customized Performance Metrics:

Develop tailored performance indicators that align with specific job roles and objectives.

Predictive Analytics:

Implement machine learning algorithms to forecast future performance and identify potential issues early.

Feedback Integration:

Incorporate employee feedback and peer reviews to enhance the accuracy and relevance of performance evaluations.

Actionable Insights:

Generate actionable recommendations based on model outputs to support targeted employee development and improve overall productivity.

Dataset Description

The data for employee performance analysis includes quantitative metrics such as productivity rates, attendance records, and qualitative inputs from peer reviews. Additional data points may consist of project completion times, training participation, and performance evaluations from supervisors. This diverse dataset provides a comprehensive view of employee performance, enabling a robust analysis through statistical and machine learning models.

THE "WOW" IN OUR SOLUTION

Performance Level =IFS(Z8>=5,”VERY HIGH”,Z8>=4,”HIGH”, Z8>=3, “MEDIUM”,TRUE,”LOW”

MODELLING

Modelling involves creating a mathematical or computational representation of a real-world process to understand, analyse, or predict outcomes. In the context of employee performance analysis

Data Preparation:

Clean and pre-process the collected data to ensure accuracy and consistency.

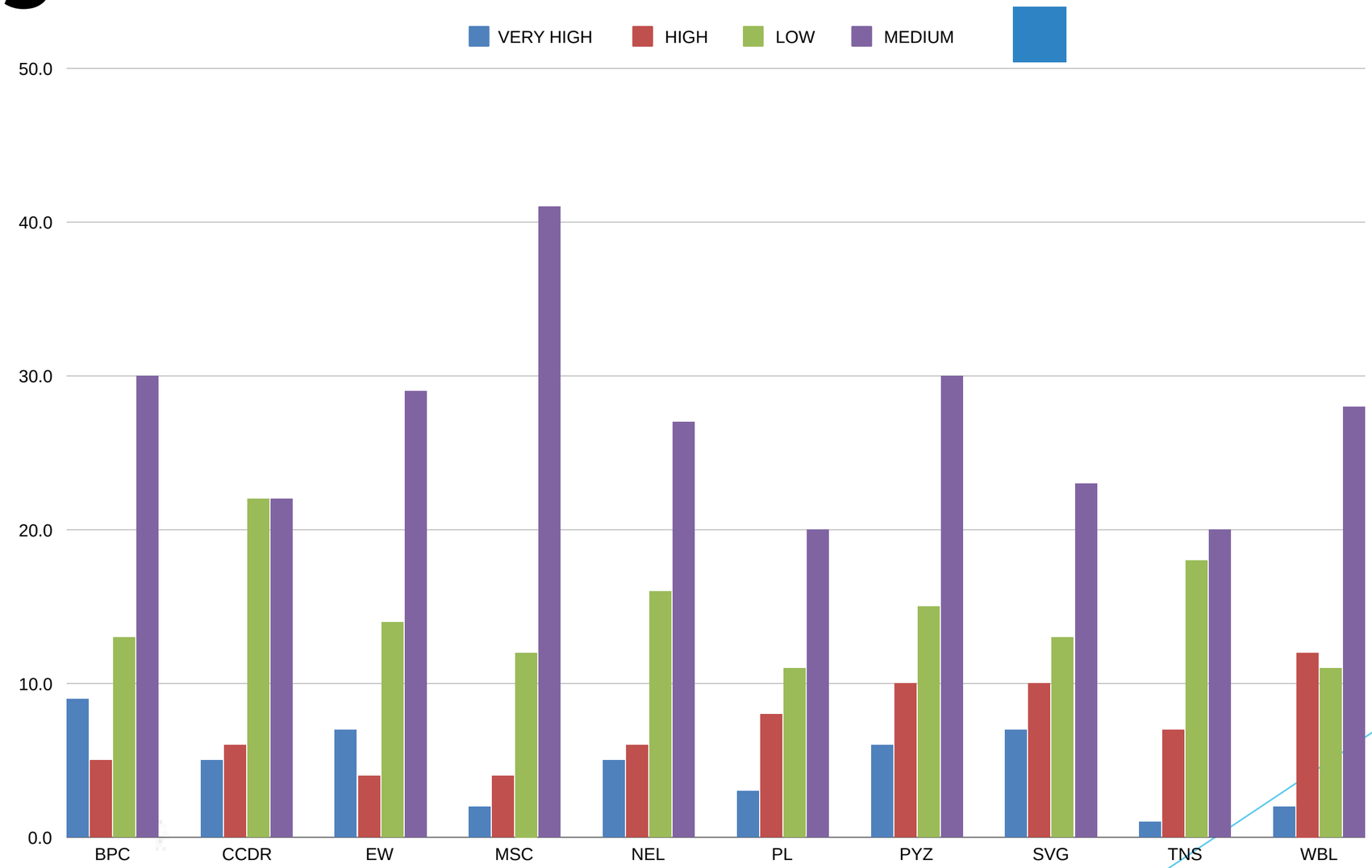
Feature Selection:

Identify relevant variables (e.g., productivity, attendance) that influence performances.

Model Choice:

Select appropriate statistical or machine learning models (e.g., regression, classification) based on the data and objectives.

RESULTS


VERY HIGH
HIGH
LOW
MEDIUM
50.0
40.0
30.0
20.0
10.0
0.0
BPC
CCDR
EW
MSC
NEL
PL
PYZ
SVG
TNS
WBL

conclusion

The modelling of employee performance is a powerful approach for enhancing organizational efficiency and effectiveness. By leveraging data on productivity, attendance, and peer reviews, we can develop sophisticated models that predict future performance trends and identify areas for improvement. The use of statistical and machine learning techniques enables accurate analysis and provides actionable insights.