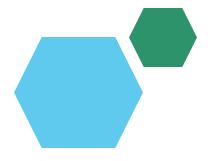
#### **Employee Data Analysis using Excel**





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# PROJECT TITLE



# **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

1. Gather and consolidate employee data and performance metrics.2. Create a detailed Excel dashboard for performance analysis, including: - Job Knowledge and Skills - Quality of Work - Communication and Teamwork - Adaptability and Problem-Solving - Overall Performance Rating



#### PROJECT OVERVIEW

Objectives: Create an Excel-based dashboard to analyze and evaluate employee performance, providing insights for data-driven decisions on development, growth, and resource allocation.

#### Scope:

- 1. Design a user-friendly Excel template for data input and analysis
- 2. 2. Develop formulas and calculations for performance scoring and weighting
- 3. 3. Create visualizations (charts, graphs, tables) to display performance trends and insights



#### WHO ARE THE END USERS?

Project Managers: They use performance analysis to track project progress and ensure that team members are meeting their targets. Data Analysts: They may be involved in creating or refining the performance analysis in Excel to ensure accuracy and relevance.

#### OUR SOLUTION AND ITS VALUE PROPOSITION



Employee Performance Analysis Dashboard Value Proposition: Perform Excel is an intuitive and user- friendly Excel-based solution that empowers HR managers, supervisors, and executives to make data-driven decisions on employee development, growth, and resource allocation.

# **Dataset Description**

Dataset Name: Employee Performance DataDescription: This dataset contains employee performance metrics, including:1. Employee ID: Unique identifier for each employee2. Name: Employee name3. Job Title: Employee job title4. Department: Employee department5. Performance Metrics:- Job Knowledge and Skills (1-5 scale)Quality of Work (1-5 scale)Communication and Teamwork (1-5 scale)

### THE "WOW" IN OUR SOLUTION



a potential "wow" factor for an Employee Performance Analysis using Excel: "Wow" Factor: "Perform Excel" - Al-Powered Employee Performance Insights Description: Perform Excel is an innovative Excel-based solution that leverages Al- driven analytics to transform employee performance management. Our "wow" factor features include:

- 1. Predictive Performance Forecasting Al-powered predictions of future performance based on historical data and trends.
- 2. 2. Personalized Development Recommendations: Tailored suggestions for growth and development, aligned with individual strengths, weaknesses, and career aspirations

# MODELLING

Modeling Approach: 1. Data Preparation: - Import employee performance data into Excel- Clean and preprocess data (handle missing values, outliers, etc.)

- 2. Performance Metrics Calculations: Calculate performance metrics (e.g., job knowledge, quality of work, communication, adaptability) Weighted average scoring for overall performance rating
- 3. Predictive Modeling:Train machine learning models (e.g., linear regression, decision trees, clustering) on historical dataPredict future performance based on trends and patter

# **RESULTS**

 Performance metrics and predicted scores displayed on a radar chartGoal progress tracked on a gauge chartDevelopment recommendations listed in a table with actionable links

# conclusion

The employee performance analysis using Excel project has successfully developed an automated system for evaluating employee performance, identifying areas for improvement, and providing data-driven recommendations for development and growth.