Employee Data Analysis using excel

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PROJECT TITLE :

- Employee performance analysis using Excel.

AGENDA :

- ▶ Project overview
- ▶ End users
- ▶ Problem statement
- ▶ Modelling approach
- ▶ Data set description
- ▶ Our solution and proposition
- ▶ Results and discussion
- ▶ Conclusion

PROBLEM STATEMENT :

- Identify strengths , weaknesses , opportunities and threats (SWOT
- Accurately evaluate employee performance
- Inform targeted interventions and training problem.

PROJECT OVERVIEW :

- Focus on identifying key predictors of performance, area of improvement and opportunities for growth and development.

- Develop data – driven insights to inform talents management decisions, training programs and leadership development initiative .

WHO ARE THE END USERS :

- Line manager
- HR business partners
- Senior leadership
- Employee development teams
- Compensation and benefits teams
- Talent acquisition team
- Employees
- Organizational development teams .
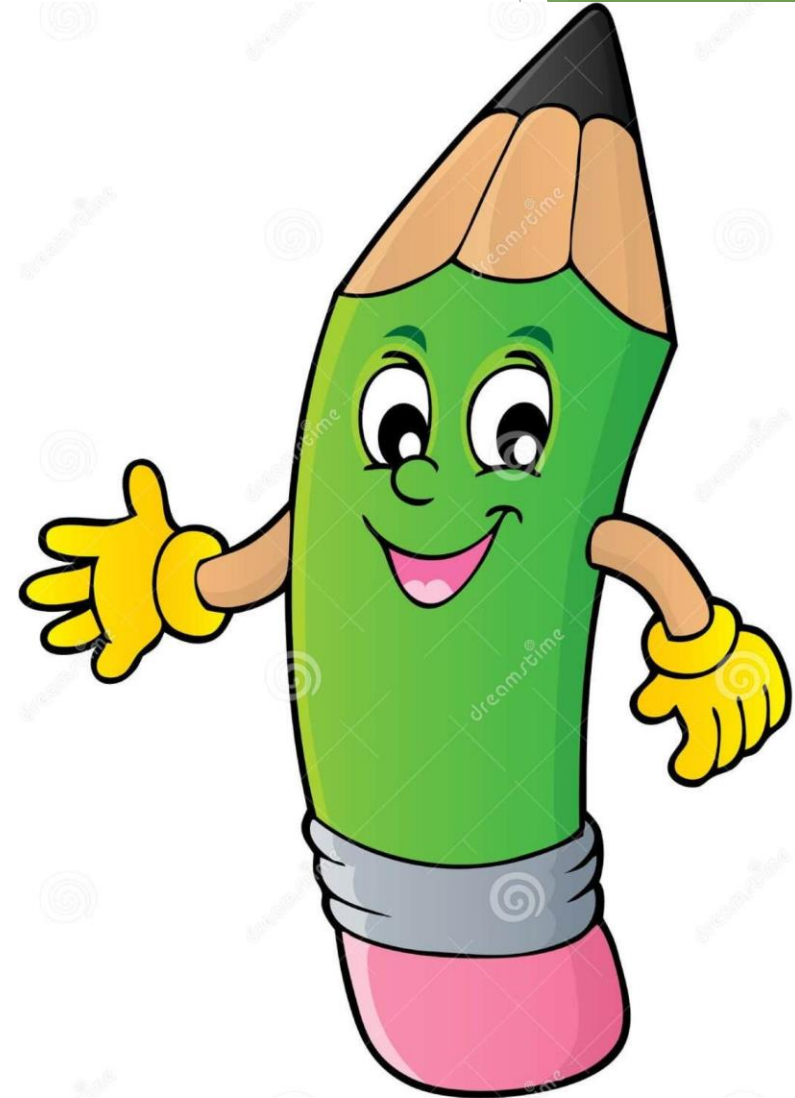
OUR SOLUTION AND IT'S VALUE PROPOSITION :

- Value proposition :
- Identify top performers
- Pinpoint skill gaps
- Enhance employee engagement
- Inform data –driven decisions
- Boost productivity.
- Solution : empower AI – employee performance insights .

DATASET DESCRIPTION :

- Description : This data set contains information on employee performance , demographics and development activities

- Fields :

- Employee ID

- Name

- Job role

- Department

- Performance rating

- Performance level.

THE WOW IN OUR SOLUTION :

- Automated performance scoring for unbiased evaluations .

- Personalized development plans for targeted growth and improvement .

- Real time feedback and coaching for continuous development .

- AI driven predictive analytics for accurate forecasting and insights .

MODELLING :

- Regression analysis
- Decisions trees
- Bayesian networks
- Simulation modelling
- Machine learning algorithms
- Survival analysis
- Propensity scoring
- Network analysis
- Clustering analysis
- Predictive modelling .

RESULTS :

Shade 1
Shade 2
Shade 3
Shade 4
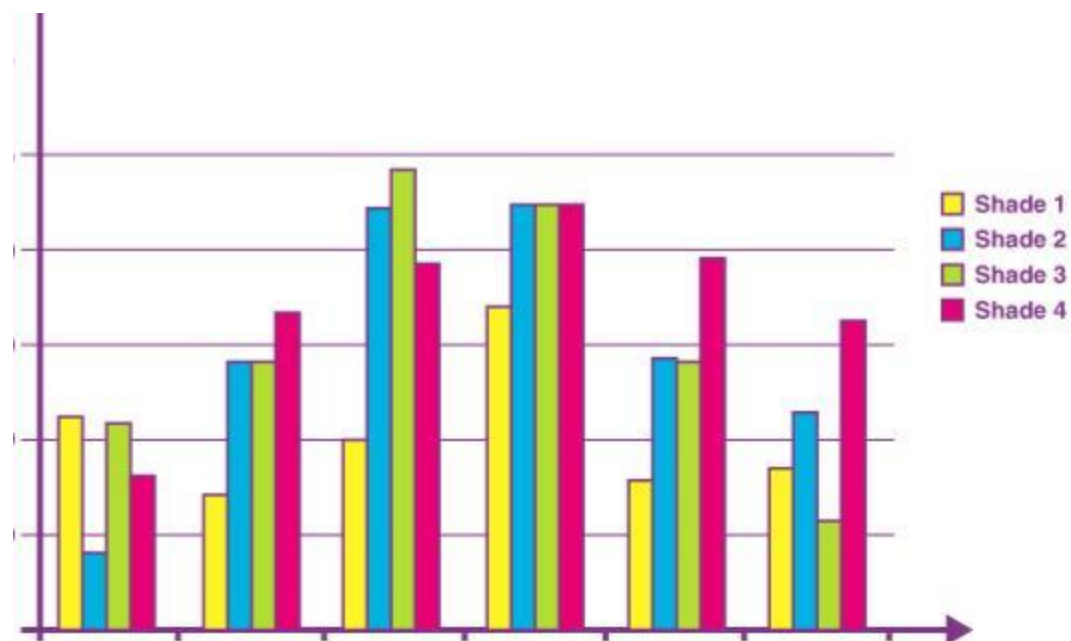
CONCLUSION :

- Employee performance analysis is a critical components of talent management , enabling organisation to make data driven decisions,drive business outputs and enhance employee experience . By leveraging advance analytics techniques .