Employee 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

- Employee performance is often inconsistent, leading to reduced productivity and missed goals. This can be due to factors like unclear expectations, lack of training, or ineffective communication.

- Employees may be dissatisfied with their roles or the company, leading to turnover. Employees may not be developing their skills or advancing in their careers.

- The organisation may not be achieving its goals due to inadequate employee performance.

PROJECT OVERVIEW

- Employee performance analysis involves evaluating various metrics such as productivity, efficiency, and output quality to assess individual and team performance.
- By leveraging data analysis,organisation can identify top performers, areas for improvement, and potential training needs.
- An employee data sheet is a paperwork form used by business to store information on employee such as their duties, contact information, and performance records.
- Use this employee data sheet to gather contact details,notify employees of a new position, or keep track of performance in your company.
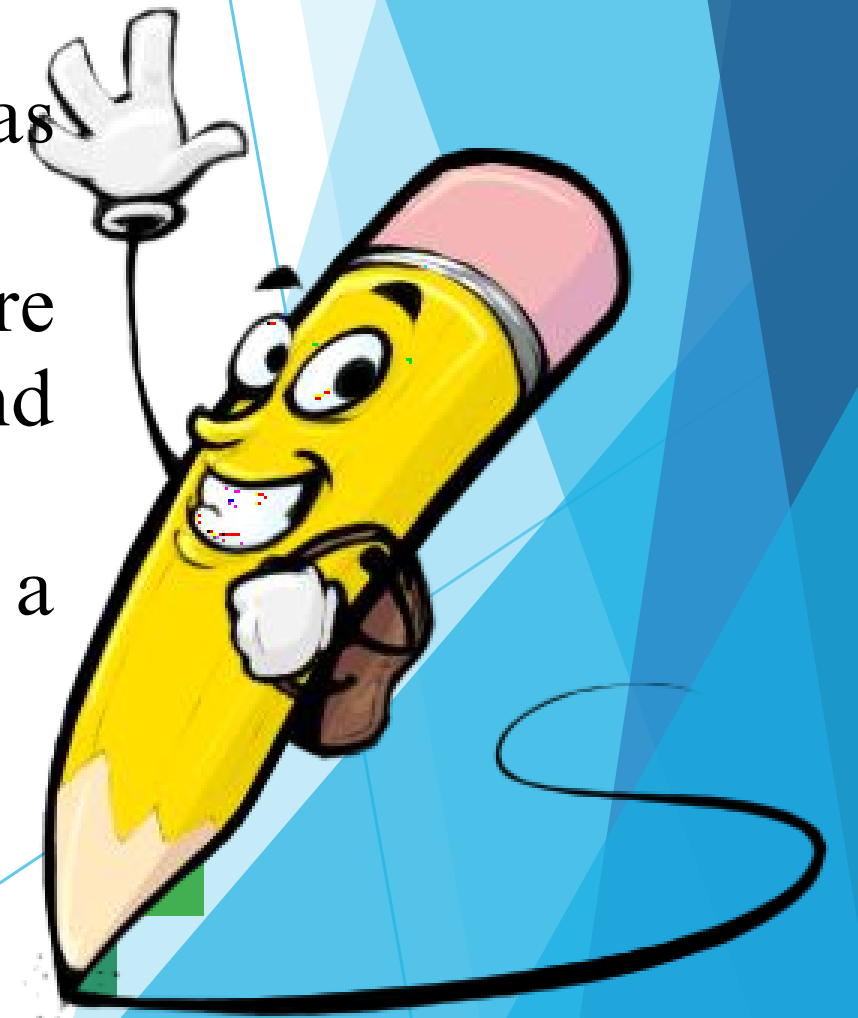
WHO ARE THE END USERS?

- Human resources professionals use performance analysis to design and implement training programs, compensation strategies,and performance management system.
- Managers use performance analysis to provide feedback to employees, identify development needs, and make informed decisions about promotions and salary adjustment.
- Employees benefit from performance analysis by receiving feedback,identifying areas from improvement, and setting goals for professional growth.

OUR SOLUTION AND ITS VALUE PROPOSITION

- Employee performance analysis is critical for organisation success. It allows organisation to identify areas of improvement optimize talent,and drive growth.Our solution provides a comprehensive and data-driven approach to performance evaluation.
- Reward like salary, stock options and bonuses. Employment benefits like paid time off, health insurance, retirement funds, parental leave and company-sponsored holidays.
- EVPs: financial rewards like salary.

Dataset Description

- The data set contains data like age, gender, job satisfaction, environment satisfaction, education field, job role, income, overtime, percentage salary hike, tenure, training time, years in current role, relationship status, and more.
- A data set is a collection of related data that is organized and stored for analysis or processing. Data sets can be used for many purposes, including training and testing machine learning models data visualization research statistical analysis analytics business intelligence developing and testing applications.

THE "WOW" IN OUR SOLUTION

- Are unique and memorable experiences during the onboarding process that leave a lasting impression on new hires.
- These moments typically evoke positive emotions and establish a strong connection between the employee and the organization.

MODELLING

- A modelling approach is a way of using a particular type of model to study a scientific phenomenon. It can involve combining different methods and techniques, and the approach you take may depend on the problem you're trying to solve and the domain you're working in. here are some examples of modelling approaches.
- Statistical modelling.
- Modelling instruction.
- Immuno-dynamics modelling.
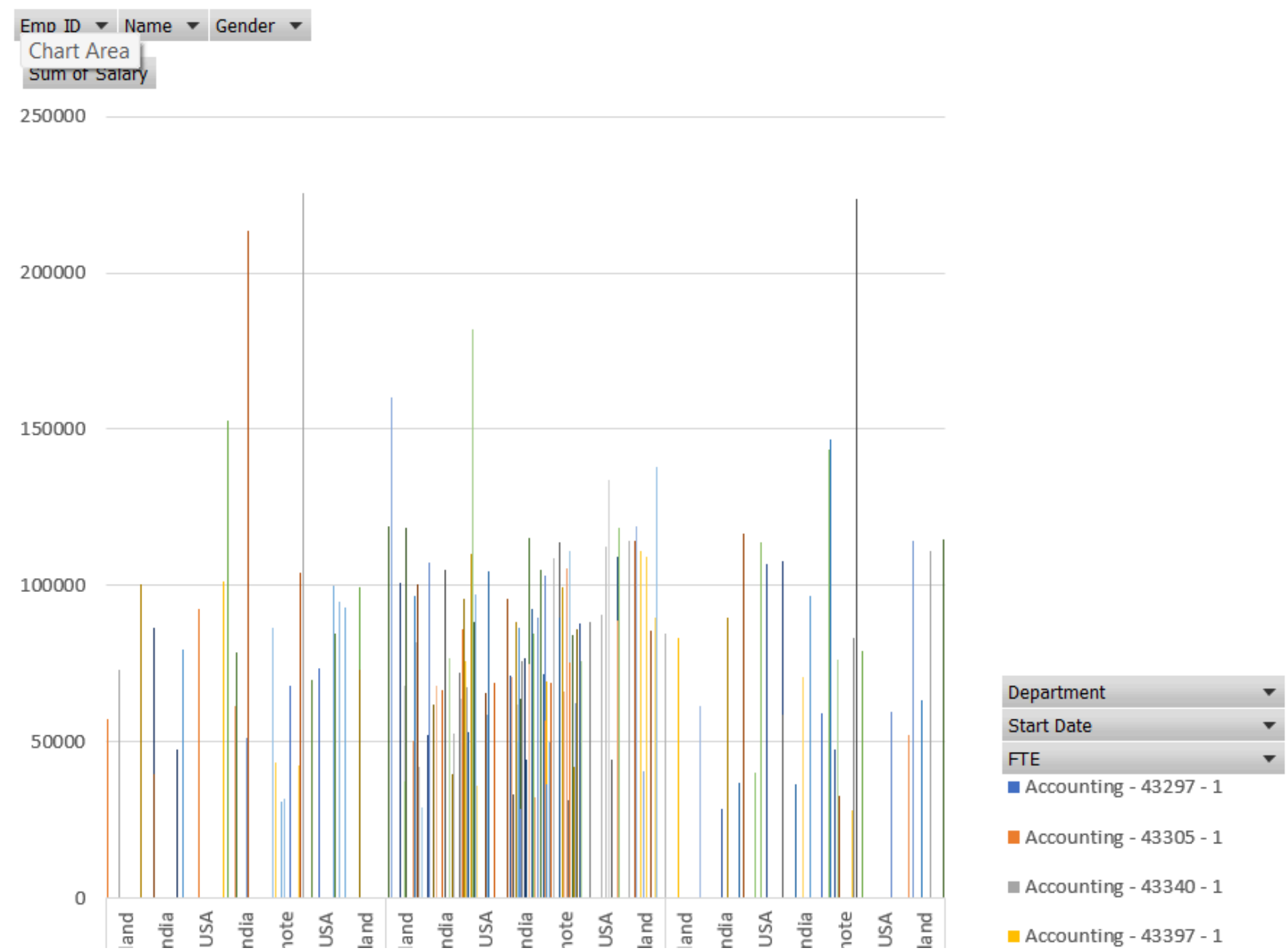- Integrated modelling method.

RESULTS
1. TABLE

Sum of Salary	Column Labels														
	⊟ Accounting														
	⊟ 43297	43297 Total	⊟ 43305	43305 Total	⊟ 43340	43340 Total	⊟ 43397	43397 Total	⊟ 43416	43416 Total	⊟ 43458	43458 Total	⊟ 43521	43521 Total	⊟ 43567 43567 Total ⊟
Row Labels	1		1		1		1		1		1		0.3		0.3
⊟ Fixed Term			57419.35	57419.35							152607.64	152607.64			
Auckland, New Zealand			57419.35	57419.35											
Chennai, India															
Columbus, USA															
Hyderabad, India											152607.64	152607.64			
Remote															
Seattle, USA															
Wellington, New Zealand															
⊟ Permanent	68887.84	68887.84			67633.85	67633.85	69163.39	69163.39	36547.58	36547.58			52270.22	52270.22	95954.02 95954.02
Auckland, New Zealand															
Chennai, India													52270.22	52270.22	
Columbus, USA					67633.85	67633.85									
Hyderabad, India															95954.02 95954.02
Remote	68887.84	68887.84					69163.39	69163.39	36547.58	36547.58					
Seattle, USA															
Wellington, New Zealand															
⊟ Temporary															
Auckland, New Zealand															
Chennai, India															
Columbus, USA															
Hyderabad, India															
Remote															
Seattle, USA															

RESULTS
2. BAR DIAGRAM

conclusion

By implementing a robust performance analysis framework organization can gain valuable insights into their work force, optimize operations, and drive continuous improvement. Regular monitoring, data-driven decision making, and a focus on employee development are crucial for maximizing work force performance and achieving business success.