loyee 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

As a result, we need a comprehensive employee performance analysis framework to:

1. Accurately measure and track employee performance metrics.
2. Identify correlations between performance and factors like training, engagement, and demographics.
3. Develop targeted interventions to enhance employee growth and productivity.
4. Inform data-driven decisions on talent management, promotions, and resource allocation“.

PROJECT OVERVIEW

Our organization seeks to develop a comprehensive employee performance analysis framework to drive datainform.ed decisions, improve productivity, and enhance talent development. This project aims to:

*Collect and integrate relevant employee data from various sources (HR systems, performance reviews, training records, etc.)

* Develop a performance metrics framework to measureemployee productivity, quality, and growth *Analyze key drivers of employee performance, including training, engagement, demographics, and more * Identify areas for improvement and develop targeted interventions to enhance employee growth and productivity * Create data visualizations to communicate insights tostakeholders and facilitate decision-making.

WHO ARE THE END USERS?

1.Employee

2. Manager

3.Industry

4.Employer

OUR SOLUTION AND ITS VALUE PROPOSITION

*Conditional formatting missing*Filter-remove*Formula -performance level

*Pivot table-summary

*Graph -Data visualization

Dataset Description

Employee data set download by

KAGGLE

26 features -9 features

taken employee id ,numerical value , first name ,last name -text, employee type -performance level

THE "WOW" IN OUR SOLUTION

=IFS(Z8>=5,"VERY

HIGH",Z8>=4,"HIGH",Z8>=3,"MEDIUM",TRUE,"LOW")

MODELLING

Data collection

*KAGGLE _ download

*EDUNET _ download

Features collection

*identify the feature in excel

Data cleaning

*missing value _ identifying excel

*missing value _ filter out by COLOUR

Performance level

*formula using _ high & low

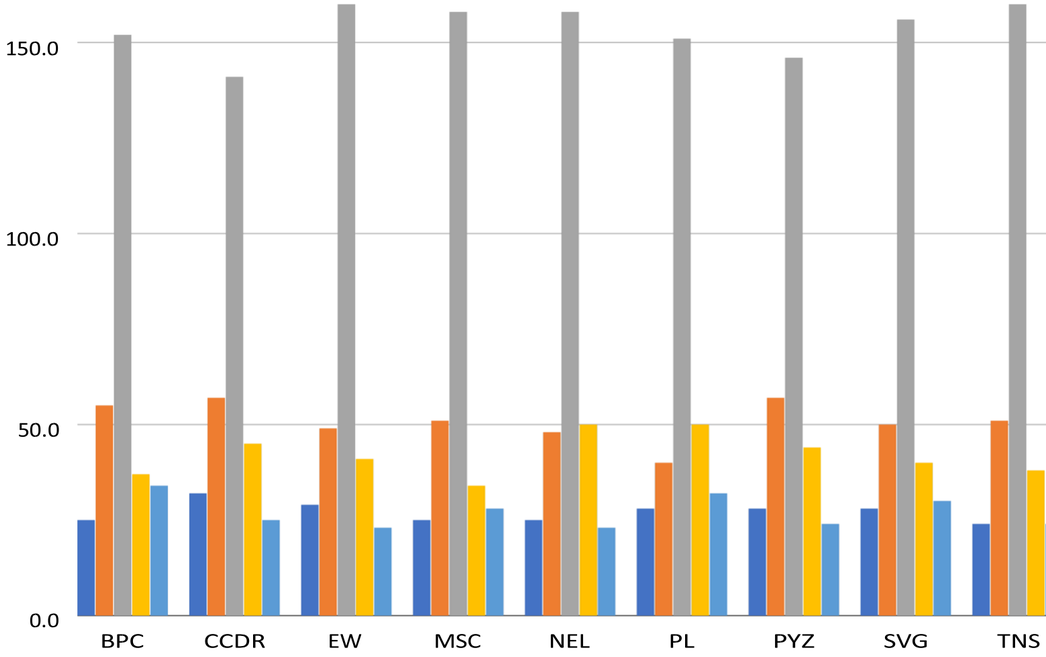
Pivot table

*summarized & visualized

Result

*graph

RESULTS


150.0
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EW
MSC
NEL
PL
PYZ
SVG
TNS

conclusion

THE EMPLOYEE PERFORMANCE ANALYSIS THE PROJECT
HAS PROVIDED VALUABLE INSIGHTS INTO THE KEY DRIVERS
OF EMPLOYEE PRODUCTIVITY, GROWTH ,
AND RETENTION WITH IN OUR ORGANISATION .BY LEVERAGING DATA ANALYTICS & VISUALISATION TECHNIQUES ,WE HAVE IDENTIFIED AREAS FOR IMOROVEMENT &
DEVELOPED TARGETED INTERVENTIONS TO ENHANCE EMPLOYEE PERFORMANCE.