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

- Accurately evaluate employee performance

- Identify strengths, weaknesse, opportunities and threats(SWOT analysis)

- Develop targeted interventions and training programs

- Inform talent management decisions (promotions,successions)

PROJECT OVERVIEW

- Analysis employee performance data to identify key drivers of performance and areas for improvement

- Develop data- driven insights to inform talent management decisions,training programs and leadership development initiatives

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

WHO ARE THE END USERS?

- Line managers

- HR business partners

- Senior leadership

- Employee development teams

- Compensation and benefits teams

- Talent acquisition teams

- Employees

- Organizational development teams

OUR SOLUTION AND ITS VALUE PROPOSITION

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

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
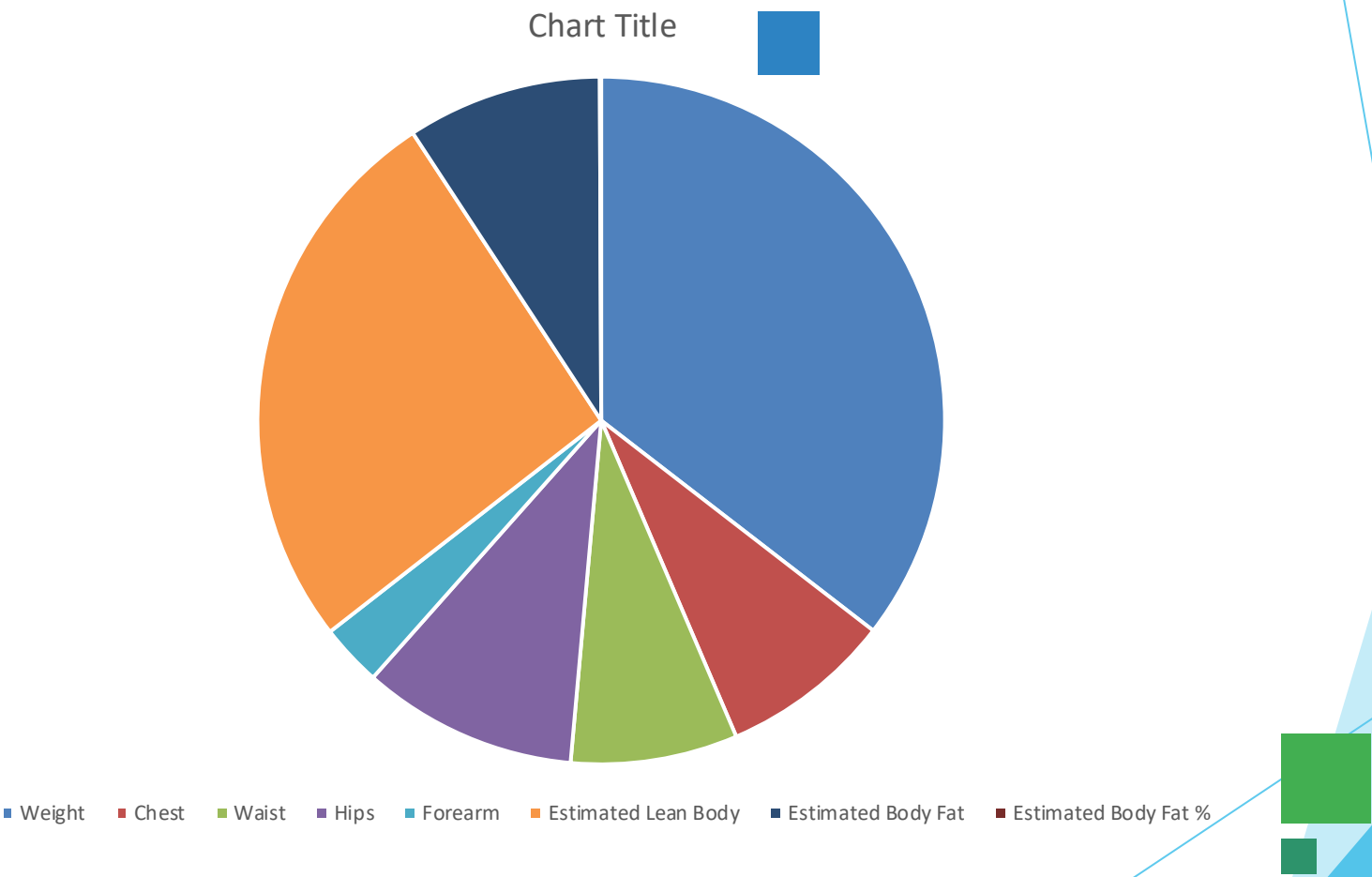
THE "WOW" IN OUR SOLUTION

- AI driven predictive analytics for accurate forecasting and insights

- Automated performance scoring for unbiased evaluations

- Personalized development plans for targeted growth and improvement

- Real-time feedback and coaching for continuous development

- Intuitive and interactive dashboards for easy visualization and tracking

MODELLING

- Regression Analysis
- Decision Trees
- Clustering Analysis
- Predictive Modeling
- Propensity Scoring
- Survival Analysis
- Network Analysis
- Machine Learning Algorithms
- Simulation Modeling
- Bayesian Networks

RESULTS

Chart Title

■ Weight ■ Chest ■ Waist ■ Hips ■ Forearm ■ Estimated Lean Body ■ Estimated Body Fat ■ Estimated Body Fat %

conclusion

Employee performance analysis is a critical component of talent management, enabling organizations to make data driven decisions ,drive business outputs and enhance employee experience. By leveraging advanced analytics modelling techniques.