



EMPLOYEE DATA ANALYSIS USING EXCEL



Employee Performance Analysis Using Excel

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Agenda

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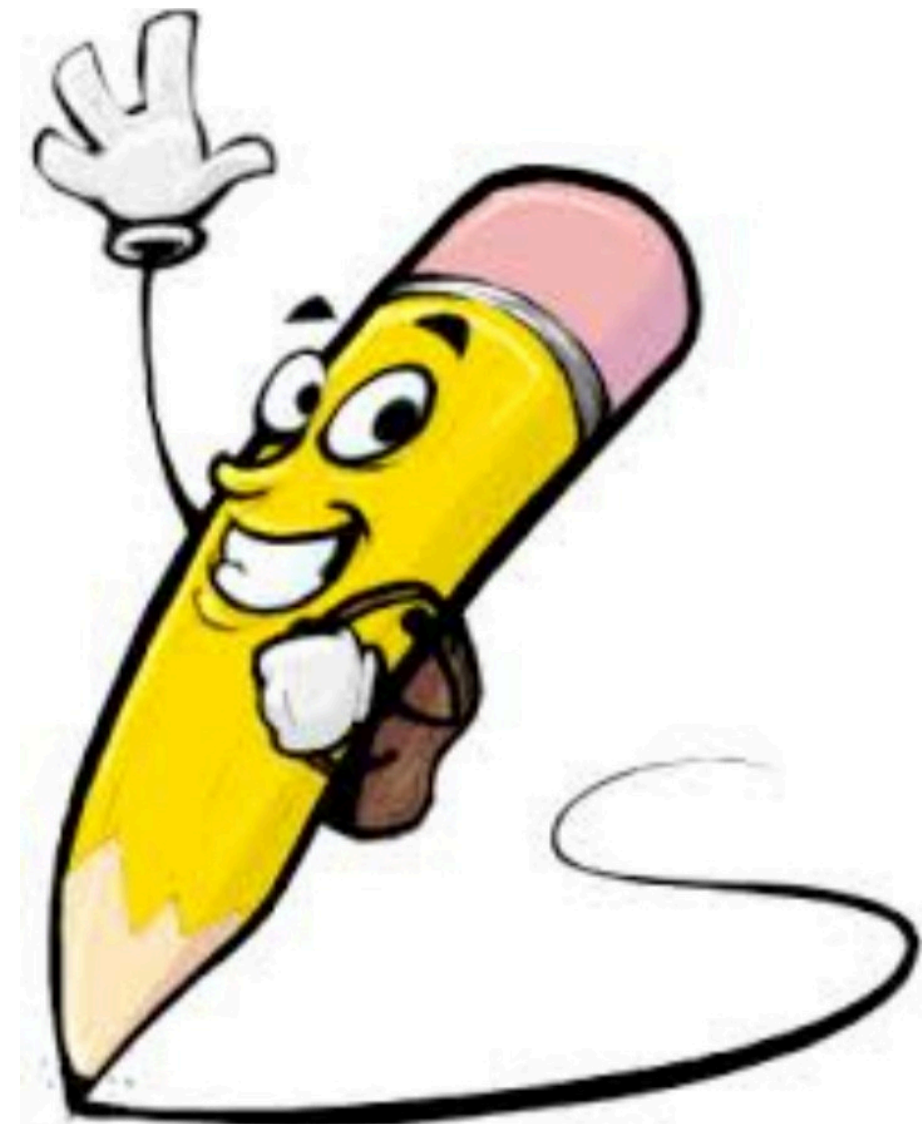
Problem Statement

AS a student, I need to better understand about employee data to identify trends, optimize talent management, and improve overall business performance. However employee data is currently scattered across multiple sources, and we lack a comprehensive analysis framework to extract actionable insights.



Project Overview

- 1. Data collection and cleaning**
- 2. Performance metric definition and calculation**
- 3. Excel model design and development**
- 4. Dashboard creation and visualization**
- 5. Testing, validation, and refinement**





Who are the end user?

1. Employer

2. Employee

3. Organisation

4. Industries

5. IT Sector

Our Solution And Its Value Proposition

Filtering - Missing values

Conditional formating

Pivot table

Chart, graph

Sorting



Dataset Description

Employee data set - Kaggle

26 features

Feature- 9 features

Employee ID

Gender - Male, Female

Performance

Business unit

Name

Rating- Numerical



THE "WOW" IN OUR SOLUTION

- 1. Automated data visualization**
- 2. Customizable performance matrices**
- 3. Predictive analytics**
- 4. Employee bench marketing**
- 5. personalized development plans**
- 6. Real time feedback and coaching**

Modelling

Model 1: Simple performance scorecard

Model 2: performance matrix

Model 3: Trend analysis

Model 4: correlation analysis

Model 5: predictive analysis

Model 6: Employee benche marketing

Results

Results provide a data driven understanding of employee performance, highlighting strengths. Weakness, and areas for improvement. By leveraging these insights, organization can make informed decisions to potimize workforce performance and drive business success.

Conclusion



- 1. Data-driven decision-making**
- 2. Enhanced performance management**
- 3. Improved workforce planning and development**
- 4. Increased transparency and accountability**
- 5. Better alignment of employee performance with business objectives**