

# 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

One problem with using Excel for employee performance analysis is that it can be tedious to calculate average ratings and generate ranks manually. In this system, employees fill out rating details on an Excel sheet and send it to their supervisor, who then merges the ratings into a single sheet.



# PROJECT OVERVIEW



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Project management is the application of knowledge, skills, tools, and techniques to project activities to meet project requirements. Motivating and preparing the necessities for team working, planning, supervising, resource and cost control to accomplish the project in the specified time



# WHO ARE THE END USERS?



The end users of employee performance analysis using Excel are typically managers and employees:

Managers: Add comments and ratings to employee reviews, and change the status of the review from "Ready for review" to "Final review". This allows both the manager and employee to see and discuss the review.

Employees: See and discuss employee reviews with their manager.



# OUR SOLUTION AND ITS VALUE PROPOSITION



An employee value proposition can be defined as: a statement of the values, rewards, recognition, support, and company culture that an employer gives employees, enabling them to do their best work and achieve their highest potential



# Dataset Description

Dataset Name: Employee Performance Analysis

Description: This dataset contains information about employee performance, including demographic data, job details, and performance metrics.



# THE "WOW" IN OUR SOLUTION



WOW” factor highlights how your Excel-based solution can streamline and enhance employee performance analysis, making it more efficient, effective, and impactful.



# MODELLING

- Regression analysis
- Trend analysis
- Benchmarking
- Correlation analysis
- Weighted scoring
- Decision trees
- Pivot table
- What-if analysis
- Sensitivity analysis
- Dashboarding

These modeling techniques can help you uncover insights, identify areas for improvement, and develop data-driven strategies to enhance employee performance.

# RESULTS



# conclusion

"By leveraging Excel's powerful data analysis and visualization capabilities, our employee performance analysis has uncovered valuable insights into individual and team performance. Through the application of various modeling techniques, we have:-

- Identified top-performing employees and areas for recognition
- Pinpointed performance gaps and opportunities for growth
- Developed targeted strategies for improvement
- Enhanced data-driven decision-making for HR and management
- Streamlined performance monitoring and reporting processes