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

- Develop a standardized performance evaluation framework
- Identify key performance indicators (KPIs) and metrics
- Analyze relationships between performance, engagement, and retention.

PROJECT OVERVIEW

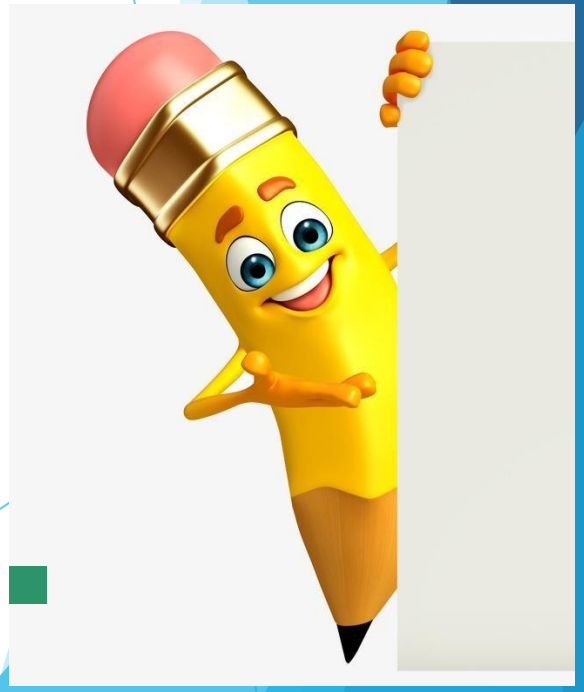
- Develop a data-driven approach to analyze and improve employee performance
- Enhance talent management decisions through actionable insights
- Increase employee engagement, retention, and overall business performance

WHO ARE THE END USERS?

HR business partners, Line Managers, Employees, Senior Leadership, Talent Management Team, Analytics Team, IT Department, Training and Development Team.

OUR SOLUTION AND ITS VALUE PROPOSITION

Develop a consistent evaluation process to ensure fairness and accuracy. Create a centralised platform for data integration, analysis, and visualization.



Dataset Description

This dataset contains employee performance data, including demographic information, performance ratings, and talent management metrics.

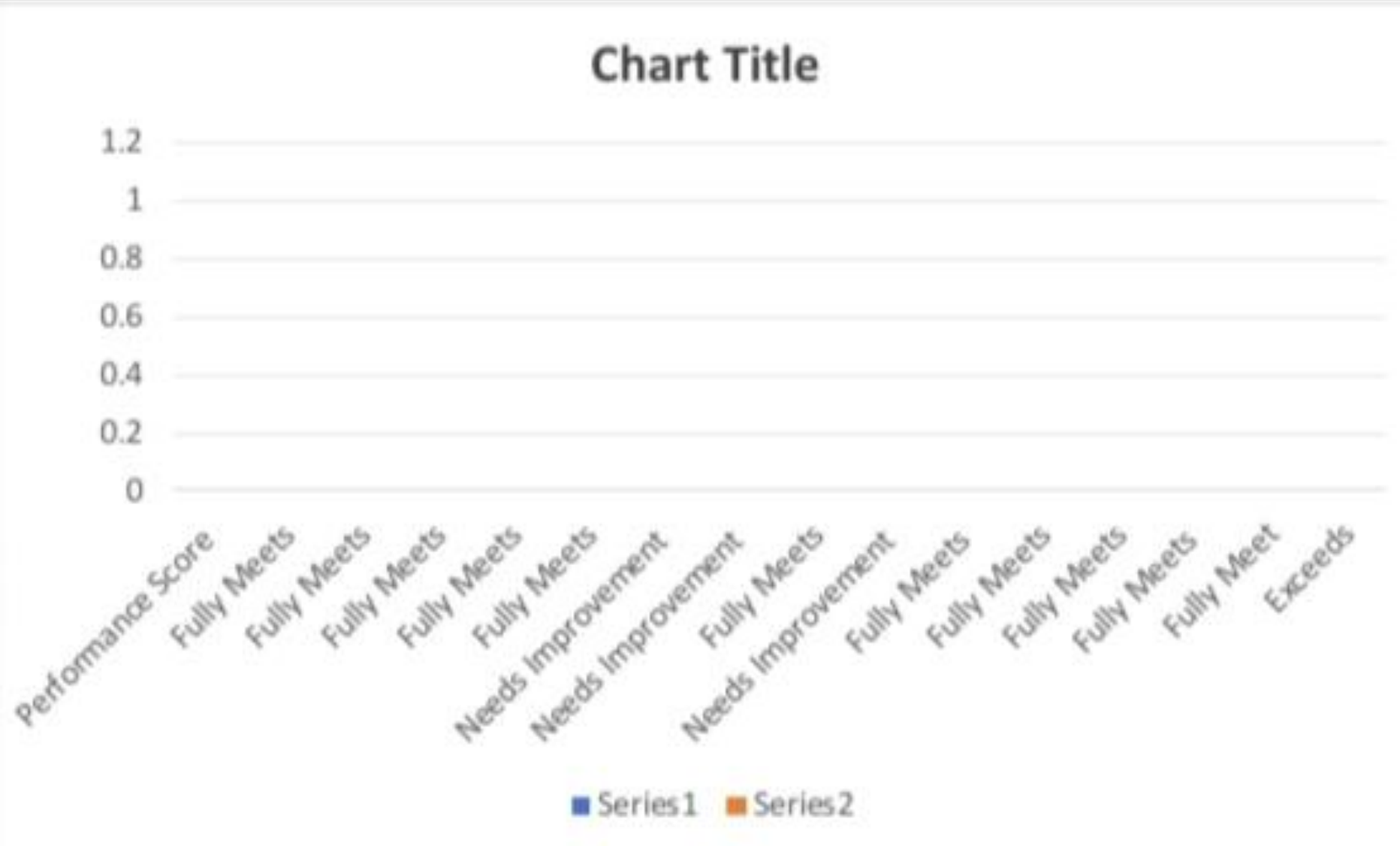
THE "WOW" IN OUR SOLUTION

Assess progress towards goals, objectives, and key performance indicators Determine areas of excellence and areas for improvement.
Provide data-driven insights for strategic decisions.

MODELLING

Examine relationships between performance metrics and demographic variables.Identify significant predictors of employee performance.Test hypotheses about differences in performance across groups.

RESULTS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1.2
1
0.8
0.6
0.4
0.2
0
Performance Score
Fully Meets
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Fully Meets
Fully Meets
Needs Improvement
Needs Improvement
Fully Meets
Needs Improvement
Fully Meets
Fully Meets
Fully Meets
Fully Meets
Fully Meet
Exceeds
Series1
Series2

Conclusion

The employee performance analysis project aimed to develop a data-driven approach to understanding and improving employee performance.