

EMPLOYEE DATA ANALYSIS USING EXCEL

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AGENDA

- PROBLEM STATEMENT
- PROJECT OVERVIEW
- END USERS
- OUR SOLUTION AND PROPOSITION
- DATASET DESCRIPTION
- MODELLING APPROACH
- RESULTS AND DISCUSSION
- CONCLUSION

PROBLEM STATEMENT

- Accurately evaluate employee performance
- Identify strengths, weaknesses, 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

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

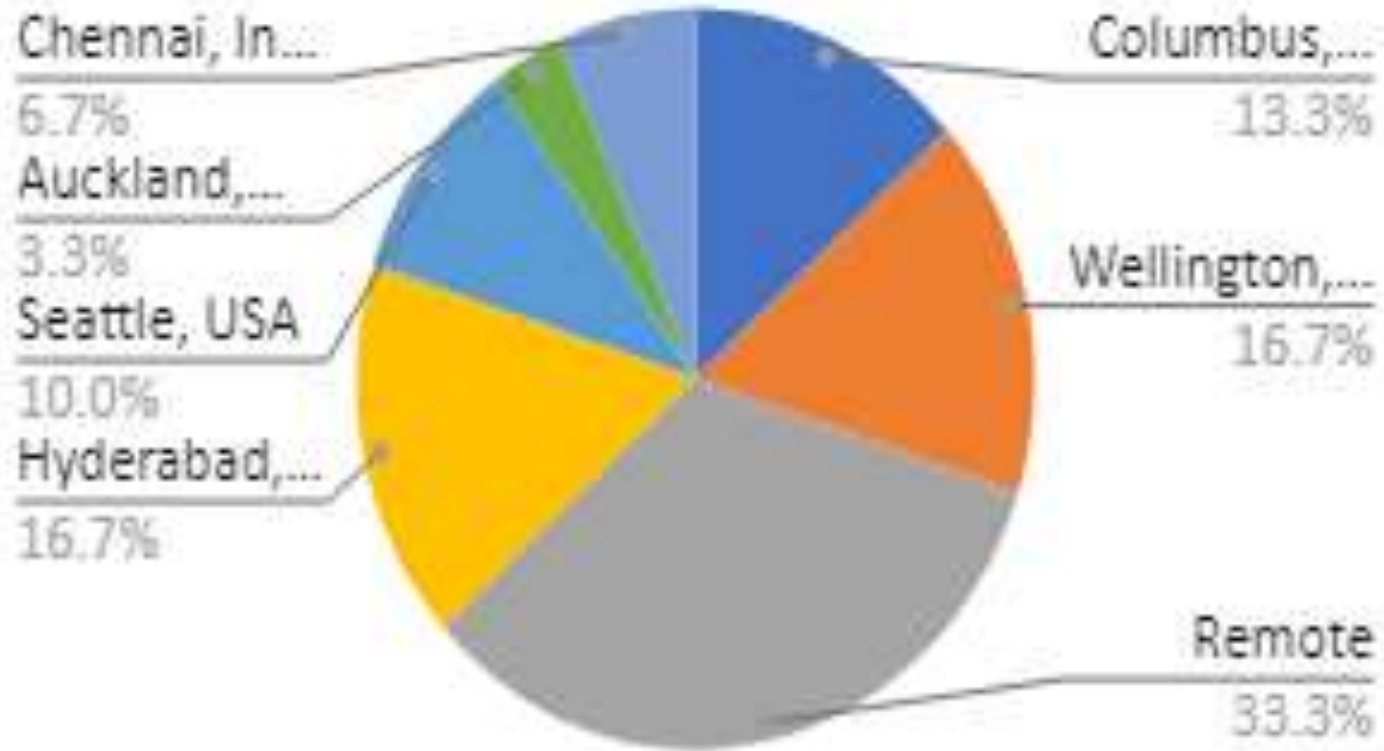
- AI driven predictive analytics for accurate forecasting and insights
- Automated performance scoring for unbiased evaluations
- Personalized development plans for targeted growth and improvement
- Real-time feedback and coaching for continuous development
- Intuitive and interactive dashboards for 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

Count of Work location



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.