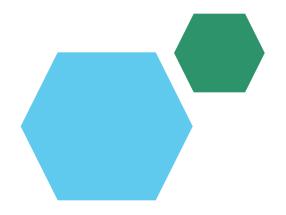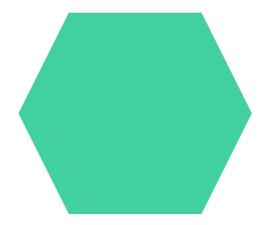# Employee Data Analysis using Excel

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PROJECT TITLE

Employee Performance Analysis using Excel

Excel to analyze employee performance by creating a performance review template, tracking performance, and analyzing the data:

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

Identify the specific area of performance that is problematic, such as low productivity, high absenteeism, or poor quality of work.

PROJECT   OVERVIEW

•Employee performance analysis involves evaluating various metrics such as productivity, efficiency, and output quality to assess individual and team performance. By leveraging data analytics, organizations can identify top performers, areas for improvement, and potential training needs.

THE "WOW" IN OUR SOLUTION

The WOW! Factor of the iPhone was its simplicity and intuitiveness. The truth is, there is an incredible level of sophisticated technology behind that simplicity, but try explaining all that to a consumer. Even my 80-year-old dad could pick it up and start using it without an instruction manual. On the other hand, it took me months to figure out how to get the most out of my android phone and, even today.

MODELLING

The main objective of out project is to create an analaysis model that makes performance management at individual employee level simpler. We aim to use the Data Mining classification technique for the extraction of knowledge significant for predicting and monitoring employee performance using previous appraisal records and other employee related data such as experience, age, academic qualification, professional training, gender and marital status. Decision tree is the main data Mining tool used to build the classification model, where several classification rules are generated. The resultant data will be used by our model to analyse and predict the performance levels of new individuals thus making the recruitment process simpler.

RESULTS

The final rating for employees is an outcome of the performance appraisal. This can help to detail out the compensation of the employees. An employee's competency gaps can be identified and areas of improvement in the performance can be suggested.

Conclusion

Employee Performance has been implemented to cater the needs of company employees and administrative people of the company in submitting appraisals, evaluating the appraisals, calculating the average ratings