

EMPLOYEE DATA ANALYSIS USING EXCEL

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PROJECT TITLE

- Employee performance analysis using Excel

- 1. Problem statement
- 2. Project overview
- 3. End user
- 4. Our solution and proposition
- 5. Data description
- 6. Modelling approach
- 7. Result and discussion
- 8. conclusion

PROBLEM STATEMENT

1. Accurately evaluate employee performance
2. Identify strengths, weakness, opportunities and threats{SWOT}
3. Develop targeted interventions and training program
4. Inform talent management decisions {promotion, succession}

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 program and leadership development initiatives
- Focus on identifying key predictors of performance area of improvement and opportunities for growth and development

WHO ARE THE END USER

- Line managers
- Hr business partners
- Senior leadership
- Employee development teams
- Compensation and benefits teams
- Talent acquisition teams
- Employees
- Organisational development teams

DATASET DESCRIPTION

- Description: This dataset contains information on employee performance demographics and development activities
- Fields:
 - Employee's ID
 - Name
 - Job role
 - Department
 - Performance rating
 - Performance level

THE “WOW” IN OUR SOLUTION

- AI driver predictive analysis for accurate forecasting and insights
- Automated performance scoring for unbiased evaluation
- Personalized development plans for targeted growth and improvement
- Real time feedback and coaching for continuous development

MODELLING

- Regression analysis
- Decisions trees
- Clustering analysis
- Predictive modelling
- Propensity scoring
- Survival analysis
- Network analysis
- Machine learning algorithms

RESULT

COUNTA of						
FITNESS PROGRESS CHART	138	139	140	Weight	Grand Total	
	0				0	
5/3/2013			1		1	
5/11/2013			1		1	
5/19/2013		1			1	
5/26/2013	1				1	
6/1/2013	1				1	
Date					1	1
Grand Total	0	2	1	2	1	6



CONCLUSION

- Employee performance analysis is a critical component of talent management, enabling organisation to make data driven decisions ,drive business outputs and enhance employee experience.by leveraging advance analytics modelling techniques .