

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
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PROBLEM STATEMENT

THE HUMAN RESOURCES DEPARTMENT OF (YOUR COMPANY NAME) SEEKS TO ANALYSE THE RELATIONSHIP BETWEEN EMPLOYEE PERFORMANCE AND SALARY.

PROJECT OVERVIEW

IN ANY ORGANIZATION ENSURING THAT EMPLOYEE ARE FAIRLY COMPENSATED FOR THEIR PERFORMANCE IS CRITICAL FOR MAINTAINING MOTIVATING, REDUCING TURNOVER, AND ATTRACTING TOP TALENT.

WHO ARE THE END USERS?

HR MANAGERS: TO ASSESS OVERALL EMPLOYEE PERFORMANCE TRENDS, IDENTIFY TRAINING NEEDS AND USE CASE METRICS FOR RECRUITMENT AND RETENTION STRATEGIES.

DEPARTMENT TRENDS: USE PERFORMANCE DATA TO VSET GOALS.

PERFORMANCE ANAYSIS: GENERATE REPORTS AND RECOMMENDATION FOR OPTIMISING THE PERFORMANCE MANAGEMENT PROCESS.

OUR SOLUTION AND ITS VALUE PROPOSITION

PERFORMANCE BASED COMPENSATION: REAWARDED APPROPRIATELY

DATA-DRIVEN SALARY ADJUSTMENTS: REDUCING BIAS AND PROMOTING FAIRNESS

TRANSPARENCY TRUST: THE PLATFORMS PROMOTE TRANSPARENCY

RETENTION OF TOP TALENT : BY ENSURING THE COMPETITION

FORMULA: EXCEL FORMULAS

GRAPHS: FINAL REPORT

DATASET DESCRIPTION

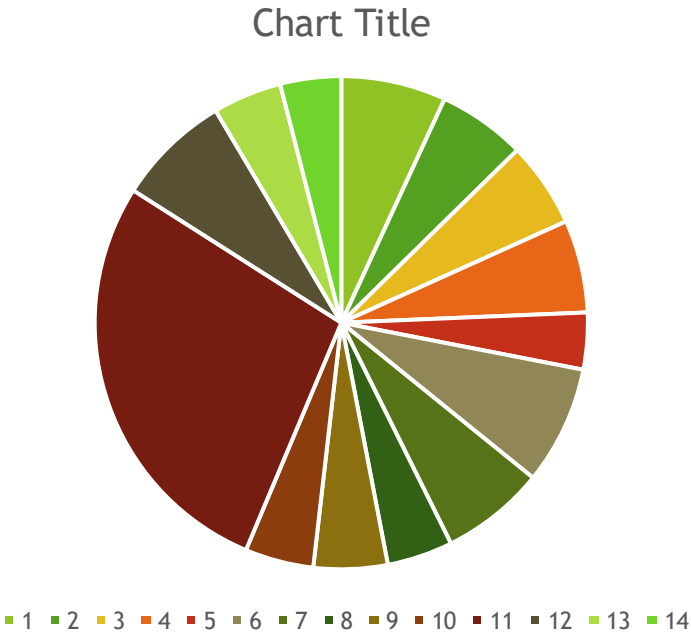
BUSINESS UNITS COVERED:

- TNS
- BPC
- WBL
- CCDR
- NEL
- SVG
- MSC
- EW
- PYZ
- PL

EMPLOYEE ID: PR00147 TO VT02417

THE “WOW” IN OUR SOLUTION

THE “WOW” IN OUR SOLUTION IS EMPLOYEES WITH HIGH
RECOGNISED PERFORMIONG RATING.



MODELLING

DATASET: EMPLOYEE DATASET

FEATURE SELECTION: WORK LOCATION

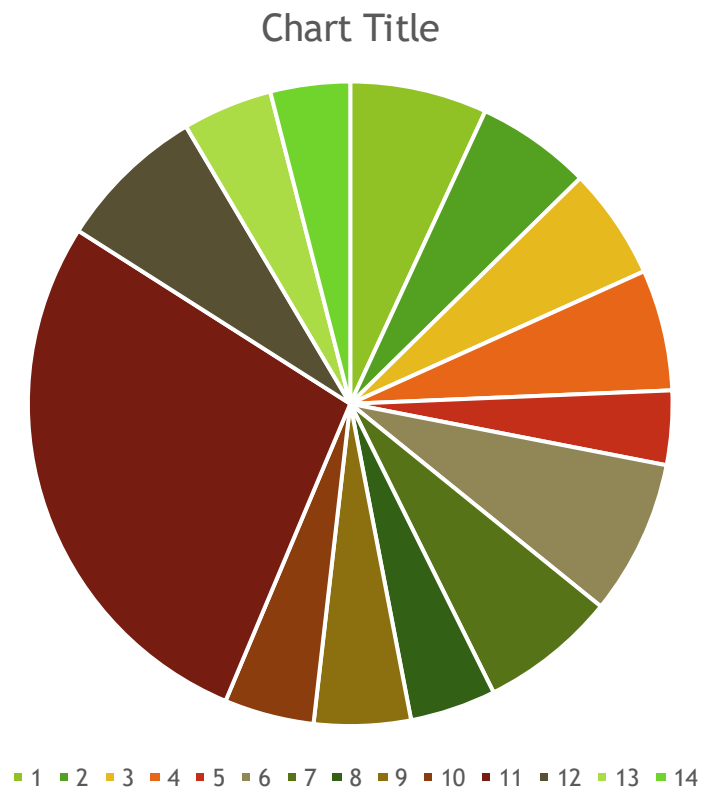
DATA CLEANING: MISSING VALUE, IRRELEVANT

FORMULA: PERFORMANCE CALCULATION, LOW, MEDIUM, HIGH,
SUM

PIVOT TABLE AND CHART: SUMMARY, BUSINESS UNIT,
GENDER, EMPLOYEE TYPE, EMPLOYEE ID, PERFORMANCE.

CHART: PIE, BAR, LINE, PIVOT CHART.

RESULTS



CONCLUSION

BY SYSTEMATICALLY EVALUATING PERFORMANCE METRICS ALONG SIDE SALARY DATA, ORGANIZATIONS CAN ENSURE THAT COMPENSATION IS DIRECTLY ALIGNED WITH EMPLOYEE CONTRIBUTIONS.