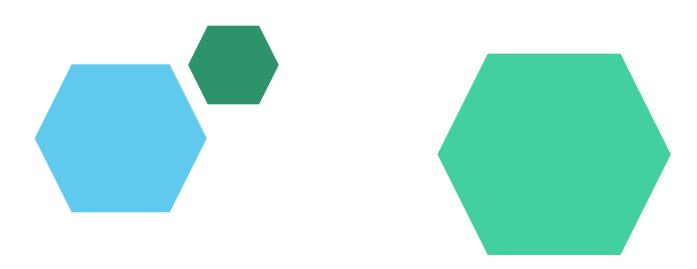
# **Employee Data Analysis using Excel**



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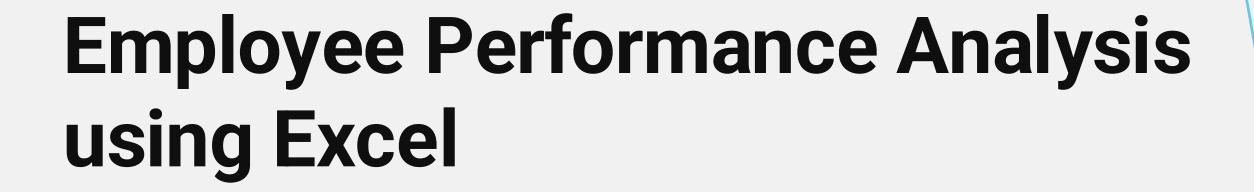
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# PROJECT TITLE



# **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

[9/19, 9:02 PM] Meta AI: Here's a common problem statement for employee performance analysis using Excel:

\*Problem Statement:\*

As an HR Manager, analyze the performance of employees in a company using Excel. The goal is to:

- 1. Evaluate individual employee performance
- 2. Identify top-performing and underperforming employees
- 3. Determine department-wise performance
- 4. Develop a ranking system for employees



## PROJECT OVERVIEW

Here's an overview of an Employee Performance Analysis project using Excel:

\*Project Title:\* Employee Performance **Analysis Dashboard** 

\*Objective:\*

Develop an Excel-based dashboard to analyze and evaluate employee performance, identifying top-performing and underperforming employees, and department-wise performance.

\*Scope:\*





### WHO ARE THE END USERS?

For an Employee Performance Analysis project using Excel, the typical end-users are:

### \*Primary End-Users:\*

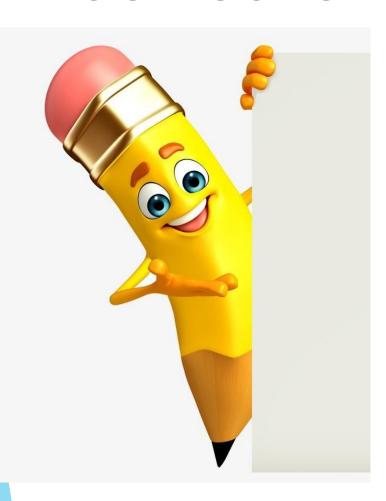
- 1. HR Managers
- 2. Department Heads
- 3. Team Leads
- 4. Performance Management Specialists
- 5. Talent Development Professionals

### \*Secondary End-Users:\*

- 1. Senior Management (CEO, CFO, COO)
- 2. Line Managers
- 3. Employee Development Trainers
- 4. Compensation and Benefits



### **OUR SOLUTION AND ITS VALUE PROPOSITION**



Here's a potential solution and value proposition for Employee Performance Analysis using Excel:

\*Solution:\*

\*Employee Performance Insights (EPI)
Dashboard\*

A comprehensive Excel-based solution that:

- 1. Automates data collection and integration
- 2. Provides real-time performance metrics and analytics
- 3. Offers customizable dashboards

# **Dataset Description**

Here's a description of a sample dataset for Employee Performance Analysis using Excel:

\*Dataset Name:\* Employee Performance Data

\*Description:\* This dataset contains employee performance data for a fictional company, including demographic information, performance metrics, and evaluation scores.

\*Fields/Columns:\*

\*Demographic Information:\*

- 1. Employee ID (Unique identifier)
- 2. Name
- 3 Denartment

# THE 'WOW' IN OUR SOLUTION



Here are some potential "wow" factors in your Employee Performance Analysis solution using Excel:



\*Wow Factors:\*

- 1. \*Automated Data Visualization\*: Interactive dashboards with real-time updates, providing instant insights into employee performance.
- 2. \*Al-Powered Predictive Analytics\*: Leveraging Excel's Power BI and machine learning capabilities to forecast future performance and identify areas for improvement.
- 3. \*Customizable Scorecards\*: Dynamic

# MODELLING

Here's a suggested approach for modeling Employee Performance Analysis in Excel:

#### \*Data Model:\*

- 1. Employee Table: Unique identifier (Employee ID), Name, Department, Job Title, Hire Date, Age, Gender.
- 2. Performance Table: Employee ID (foreign key), Quarter, Sales Revenue, Customer Satisfaction, Quality Ratings, Attendance/Punctuality, Training/Development Participation.
- 3. Evaluation Table: Employee

# RESULTS

Here's a potential result of an Employee Performance Analysis using Excel:

\*Employee Performance Scorecard\*

# conclusion

Here's a conclusion for an Employee Performance Analysis using Excel:

\*Conclusion:\*

The Employee Performance Analysis using Excel has provided valuable insights into employee performance, identifying top performers, areas for improvement, and department-wise trends. The analysis has enabled:

- 1. Data-driven decision-making for talent development and performance management.
- 2. Identification of training needs and targeted interventions.
- 3. Enhanced employee engagement and productivity.
- 4. Improved performance evaluation accuracy and fairness.
- 5. Department-wise benchmarking and resource allocation.