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 eployee 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 date drive insights to inform talent management decisions training program and leadership development initiatives

- Focus on identifying key prdictors of performance area of improvement and opportunitys 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 dateset contains information on employee performance demographics and development activities

- Fields:
- EmployeeI'd
- Name
- Jod 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

CONCLUSION

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