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
6. Modelling Approach
7. Results and Discussion
8. Conclusion

PROBLEM

We need a comprehensive solution to collect, analyse and interpret relevant data on employee performance, providing actionable insights to enhance productivity and employee growth.

PROJECTOVERVIEW

This project aims to develop a comprehensive framework to measure and evaluate individual and team performance accurately.

WHO ARE THE END USERS?

1. HR Department
   -HR Managers
   -learning and development professionals
   2. Management team
   -Department heads
   -team leads
   -supervisors
   3. Employees
   4. Senior leadership
   -CEO
   -CFO
   -COO
   5. IT Department

OUR SOLUTION AND ITS VALUE PROPOSITION

Conditional formatting - missing
Filter – remove
Formula - performance
Pivot table - summary
Graph – data visualization

Dataset Description

Employee = Kaggle

26 – features

9 – features

Emp ID Num

Performance level

Gender – female male

Employee rating – Num

THE "WOW" IN OUR SOLUTION

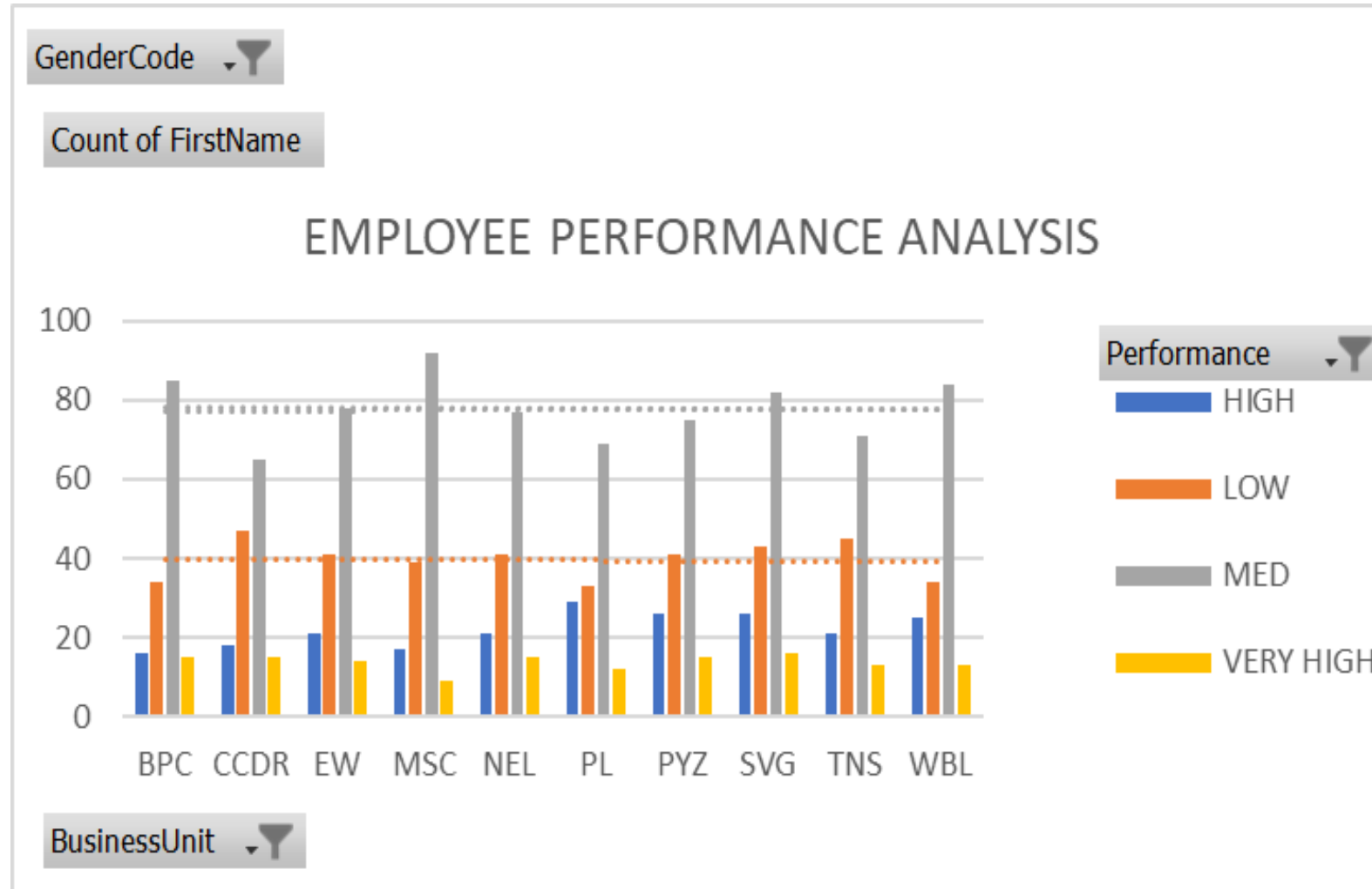* Performance level = IFS(Z8>=5,"VERY HIGH", Z8>=4,"HIGH",Z8>=3,"MED",TRUE,"LOW")

MODELLING

- ❖ DATA COLLECTION
- ❖ FEATURE COLLECTION
- ❖ DATA CLEANING
- ❖ PERFORMANCE LEVEL
- ❖ SUMMARY

RESULTS

conclusion

In conclusion, the Employee Performance Analysis project aims to enhance organisational productivity, employee engagement and data driven decision making by providing actionable insights into employee performance, development and growth.