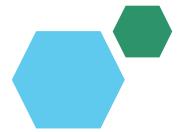
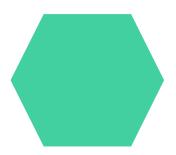
Employee Data Analysis using Excel





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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



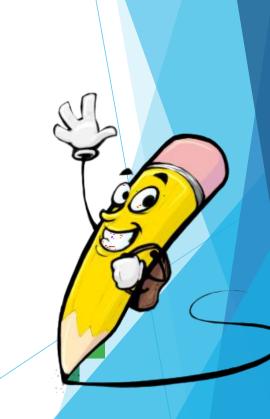
PROBLEM STATEMENT

- DATA COLECTION & MANAGEMENT OF EMPLOYEE PERFORMANCE DATA.
 - VISUALIZATION OF EMPLOYEE PERFORMANCE TRENDS & COMPARISIONS USING CHART, GRAPH & DASHBOARD.
 - ANALYSIS OF PERFORMANCE MATRICS BY DEPARTMENT, TEAM, OR INDIVIDUAL.



PROJECT OVERVIEW

- ☐ IDENTIFICATION OF TOP PRFORMERS, UNDERPERFORMER, & TRAINING NEEDS.
 - □ DEPARTMENTAL & TEAM PERFORMANCE COMPARAISION.
 - □ PERFORMANCE MATIRIC CALCULATION & ANALYSIS.
 - □ DATA COLLECTION & MANAGEMENT.



WHO ARE THE END USERS?

- ✓ HR MANAGERS
- ✓ DEPARTMENT HEAD
- ✓ TEAM LEAD
- ✓ EMPLOYEES
- ✓ TALENT MANAGEMENT TEAMS

BY CONSIDERING THE NEEDS & REQUIREMENTS OF THESE END USERS, YOU CAN DESIGN AN EFFECTIVE EMPLOYEE PERFORMANCE ANALYSIS SYSTEM IN EXCEL.

OUR SOLUTION AND ITS VALUE PROPOSITION



- **❖** AUTOMATED PERFORMANCE TRACKING
 - **❖** CUSTOMIZABLE DASHBOARDS
- **❖** DATA-DRIVEN INSIGHTS
 - **❖** ENHANCED DECISION-MAKING
- **❖** IMPROVED EMPLOYEE ENGAGEMENT
 - **❖** STREAMLINED PERFORMANCE MANAGEMENT
- **❖** STRATEGIC WORKFORCE PLANNING

Dataset Description

- > EMPLOYEE INFORMATION TABLE
- > PERFORMANCE METRICS TABLE
- > PERFORMANCE EVALUATIONS TABLE
- > TRAINING & DEVELOPMENT TABLE
- > FEEDBACK & SURVEYS TABLE
- > SALES/PRODUCTION DATA TABLE

DATA TYPE INCLUEDS:

- 1. EMPLOYEER ID
- 2. DEPARTMENT
- 3. RATINGS
- 4. GOAL
- 5. COMMENTS

THE "WOW" IN OUR SOLUTION

AUTOMATED PERFORMANCE TRACKING:

EFFORTLESSLY MONITOR EMPLOYEE PERFORMANCE METRICS, ELIMINATING MANUAL DATA ENTRY

PREDICTIVE ANALYTICS:

IDENTIFY POTENTIAL PERFORMANCE ISSUES BEFORE THEY ARISE, ENABLING PROACTIVE INTERVENTIONS

CUSTOMIZABLE PERFORMANCE METRICS:

ALIGN METRICS WITH ORGANIZATION GOALS, ENSURING RELEVANT PERFORMANCE MEASUEMENT.

REAL TIME REPORTING:

GENERATE INSTANT REPORTS, FACILITATING TIMELY DECISION-MAKING.



MODELLING

REGRESSION ANALYSIS:

PREDICT EMPLOYEE PERFORMANCE BASED ON HYSTORICAL DATA.

CLUSTER ANALYSIS:

GROUP EMPLOYEES WITH SIMILAR PERFORMANCE CHARACTERISTICS

DECISION TREES:

IDENTIFY KEY FACTORS INFLUENCING EMPLOYEE PERFORMANCE

CONDITIONAL FORMATTING:

HIGHLIGHT PERFORMANCE TREND & OUTLINES

PIVOT TABLES:

ANALYZE & SUMMARIZE LARGE DATASETS

SUMMARY

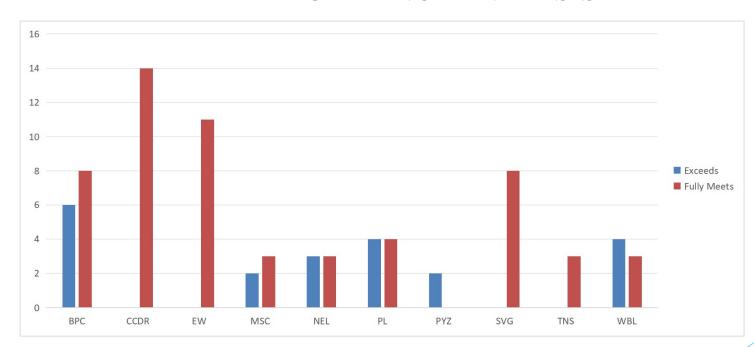
• ANALYSES EMPLOYEE PERFORMANCE DATA TO INFORM HR DECISIONS.

• UTILIZES EXCEL TO AUTOMATE TRACKING, ANALYSIS & VISUALIZATION.

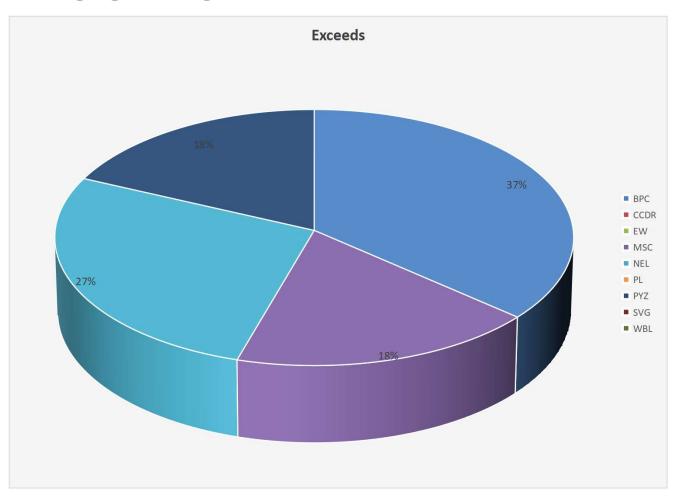
• CUSTOMAIZABLE TO FIT ORGANIZATIONAL NEEDS.

RESULTS

PERFORMANCE ANALYSIS



RESULTS



conclusion

- 1. EMPOWERS DATA DRIVEN DECISION MAKING ENHANCES
 PERFORMANCE MANAGEMENT BOOSTS EMPLOYEE
 ENGAGEMENT AND GROWTH
 - 2. BY LEVERAGING EXCEL FOR EMPLOYEE PERFORMANCE ANALYSIS, ORGANIZATION.
- 3. UNLOCK EMPLOYEE POTENTIAL DRIVE BUSINESSSUCESS STAY COMPETITIVE IN THE MARKET
 - 4. EMBRACE DATA DRIVEN PERFORMANCE MANAGEMENT & EMPOWER YOUR WORK FORCE TO EXCEL