

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

- ▶ 1. Accurately evaluate employees performance
- ▶ 2. Develop targeted interventions and training program



Problem Statements

PROJECT OVERVIEW

- ▶ 1. Analysis employee Performance data to identify key drivers of performance and areas for improvement
- ▶ 2. Develop data –driven insights to inform talent management decision , training programs and leadership development initiatives.

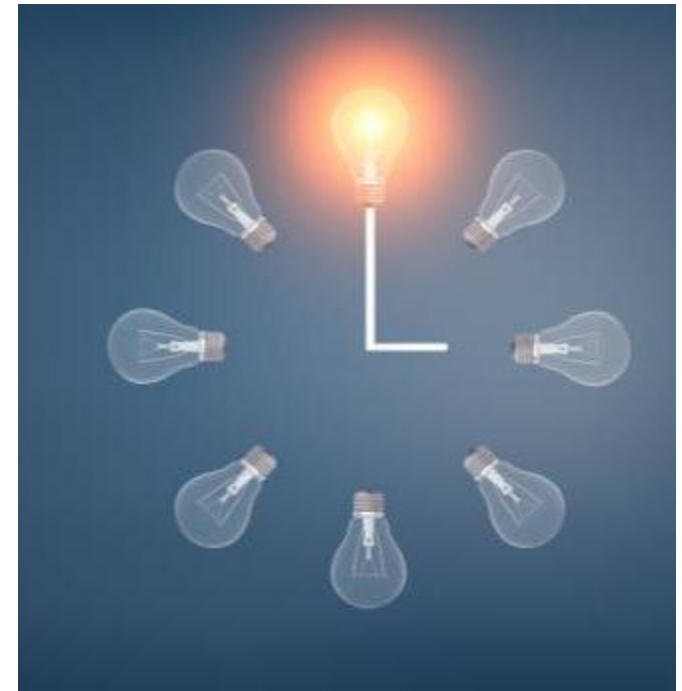
WHO ARE THE END USERS ?

- ▶ 1. Line managers
- ▶ 2. HR Business Partners
- ▶ 3. Senior leadership
- ▶ 4. Employees
- ▶ 5. Compensation and benefits teams



OUR SOLUTION AND ITS VALUE PROPOSITION

- ▶ SOLUTION:
 - ▶ Empower AI-employee performance insights
- ▶ VALUE PROPOSITION:
 - ▶ 1. Identify top performers
 - ▶ 2. Pinpoint skill gaps
 - ▶ 3. Enhance employee engagement
 - ▶ 4. Inform data-driven decision



DATA SET DESCRIPTION

- ▶ Description: This data set contains information on employee performance, demographics, and development activities.
- ▶ FIELDS:
 - ▶ 1. Employee id
 - ▶ 2. Name
 - ▶ 3. Job role
 - ▶ 4. Department
 - ▶ 5. Performance rating

THE “WOW” IN OUR SOLUTION

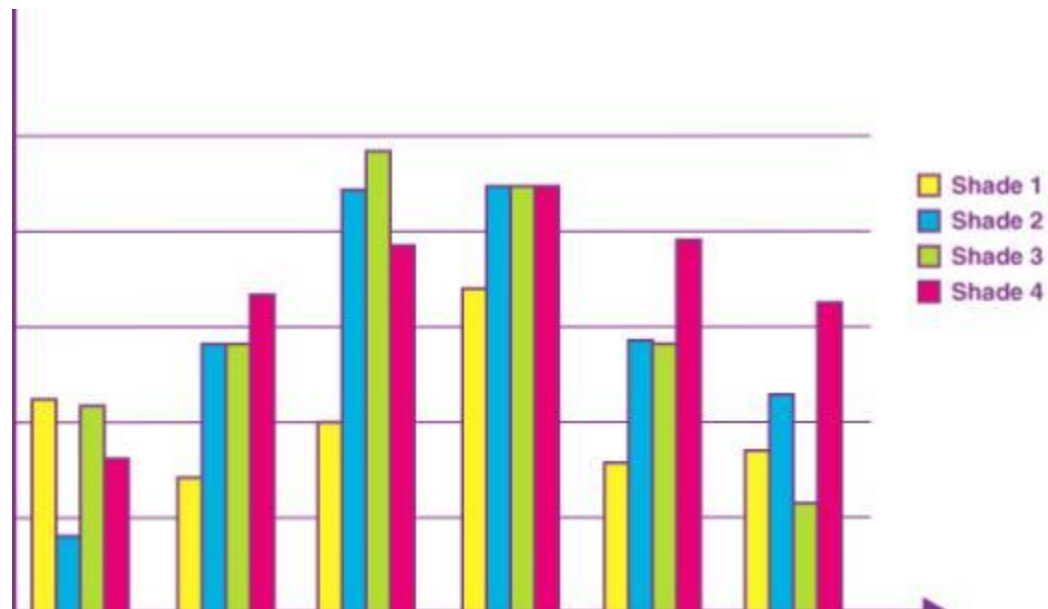
- ▶ Automated performance scoring for unbiased evaluations.
- ▶ Realtime feedback and coaching for continuous development .



MODELLING

- ▶ 1. Regression Analysis
- ▶ 2. Decision Trees
- ▶ 3. Predictive Model
- ▶ 4. Survival Analysis
- ▶ 5. Network Analysis

RESULTS



CONCLUSION:

- ▶ Employee Performance Analysis is a critical components of talent management,enabling organisation to make data driven decision,drive business outputs and enhance employee experience.



CONCLUSION