

Employee Performance Analysis Using Excel

PRESENTED BY :Abinaya K

REGISTER NO: 422200450

DEPARTMENT: B.Com(ISM)

COLLEGE:THE QUAID-E-MILLETH COLLEGE
MEN

EMPLOYEE PERFORMANCE ANALYSIS

AGENDA

- **Problem Statement**
- **Project Overview**
- **End User**
- **Our Solution and Proposition**
- **Dataset Description**
- **Modelling Approach**
- **Result and Discussion**
- **Conclusion**

PROJECT STATEMENT

- Employee performance is often inconsistent, leading to reduced productivity and missed goals. This can be due to factors like unclear expectations, lack of training, or ineffective communication.
- Employees may be dissatisfied with their roles or the company, leading to turnover. Employees may not be developing their skills or advancing in their careers.
- The organisation may not be achieving its goals due to inadequate employee performance.

PROJECT OVERVIEW

Employee performance analysis involves evaluating various metrics such as productivity, efficiency, and output quality to assess individual and team performance.

- By leveraging data analysis, organisation can identify top performers, areas for improvement, and potential training needs.
- An employee data sheet is a paperwork form used by business to store information on employee such as their duties, contact information, and performance records.
- Use this employee data sheet to gather contact details, notify employees of a new position, or keep track of performance in your company.

END USERS

- Human resources professionals use performance analysis to design and implement training programs, compensation strategies, and performance management system.
- Managers use performance analysis to provide feedback to employees, identify development needs, and make informed decisions about promotions and salary adjustment.
- Employees benefit from performance analysis by receiving feedback, identifying areas from improvement, and setting goals for professional growth.

OUR SOLUTION AND PROPOSITION

- Employee performance analysis is critical for organisation success. It allows organisation to identify areas of improvement optimize talent, and drive growth. Our solution provides a comprehensive and data-driven approach to performance evaluation.
- Reward like salary, stock options and bonuses. Employment benefits like paid time off, health insurance, retirement funds, parental leave and company-sponsored holidays.
- EVPs: financial rewards like salary.

DATASET DESCRIPTION

- The data set contains data like age, gender, job satisfaction, environment satisfaction, education field, job role, income, overtime, percentage salary hike, tenure, training time, years in current role, relationship status, and more.
- A data set is a collection of related data that is organized and stored for analysis or processing. Data sets can be used for many purposes, including training and testing machine learning models data visualization research statistical analysis analytics business intelligence developing and testing applications.

THE “WOW” IN OUR SOLUTION

- Are unique and memorable experiences during the onboarding process that leave a lasting impression on new hires.
- These moments typically evoke positive emotions and establish a strong connection between the employee and the organization.

MODELLING APPROACH

- A modelling approach is a way of using a particular type of model to study a scientific phenomenon. It can involve combining different methods and techniques, and the approach you take may depend on the problem you're trying to solve and the domain you're working in. here are some examples of modelling approaches.
- Statistical modelling.
- Modelling instruction.
- Immuno-dynamics modelling.
- Integrated modelling method.

RESULT AND DISCUSSION

- In a research paper, the result section present the findings of the study, while the discussion section interprets the result and explains their meaning. The results section should be objective and unbiased, without any analysis or interpretation of the data. The discussion section should not repeat the results, but instead put them in context and explain why they matter.
- Before publishing or creating a poster, you can run the result and discussion section by committee members and your chair to make sure they are congruent with your research purpose, objectives, hypothesis, and methods.

CONCLUSION

- By implementing a robust performance analysis framework organization can gain valuable insights into their work force, optimize operations, and drive continuous improvement. Regular monitoring, data-driven decision making, and a focus on employee development are crucial for maximizing work force performance and achieving business success.



THANK YOU