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

PROJECT OVERVIEW

4 Ways To Measure Employee Performance

4. Objective performance measures
1. 1:1 Performance review
3. Self-assessment
2. 360-degree evaluation

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WHO ARE THE END USERS?

The term end user typically is the people your products or services are designed for. They are often your customers, defined as people who purchase products from you.

OUR SOLUTION AND ITS VALUE PROPOSITION

Dataset Description

EMP ID	Employee Name	Supervisor Name	Job Competence	Work Quality	Problem-Solving Skills	Professional Knowledge	Work Consistency	Teamwork and Collaboration	Leadership Abilities	Communication Skills	Initiative and Creativity	Adaptability	Score	Performance Rating
						Employee Performance Rating Card - Jan 2024								
10001	Aayat Key	Glenn Fountain	✗	✗	✗	✗	✗	✗	✗	✓	✓	✓	23	2
10002	Bridie Haas	Glenn Fountain	✗	✓	✓	✗	✗	✓	✗	✓	✓	✓	65	3
10003	Xanthe Sellers	Glenn Fountain	✓	✓	✓	✓	✓	✓	✓	✗	✓	✓	93	5
10004	David Sutton	Glenn Fountain	✓	✗	✓	✗	✓	✓	✓	✓	✓	✓	71	3
10005	Patrik Glover	Glenn Fountain	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	5
10006	Maciej Kouma	Glenn Fountain	✓	✗	✓	✗	✓	✓	✓	✓	✓	✓	71	3
10007	Lukasz Gallagher	Glenn Fountain	✗	✓	✓	✓	✗	✓	✗	✗	✓	✓	39	2
10008	Chante Cooke	Glenn Fountain	✗	✓	✓	✗	✓	✗	✓	✗	✓	✓	63	3
10009	Betsy Cannon	Glenn Fountain	✓	✓	✗	✓	✗	✓	✗	✓	✓	✗	69	3
10010	Abigayle Maynard	Glenn Fountain	✗	✓	✗	✗	✓	✓	✗	✗	✗	✗	51	3
10011	Kaylan Fitzpatrick	Glenn Fountain	✓	✓	✗	✗	✗	✗	✓	✓	✓	✓	65	3
10012	Ezra Ashton	Glenn Fountain	✗	✗	✓	✓	✓	✓	✗	✓	✓	✗	50	3
10013	Willem Person	Shayan Holder	✓	✗	✗	✓	✓	✓	✓	✓	✓	✓	73	3
10014	Elliot Sears	Shayan Holder	✗	✓	✗	✓	✗	✓	✗	✗	✗	✗	44	2
10015	Cindy Norman	Shayan Holder	✗	✓	✓	✓	✗	✓	✓	✗	✗	✗	55	3
10016	Alma Hartley	Shayla Macias	✓	✗	✓	✗	✗	✗	✗	✗	✓	✗	21	2
10017	Cristian Kaiser	Shayla Macias	✗	✓	✓	✓	✓	✗	✗	✓	✗	✗	51	3
10018	Nida Mclean	Shayla Macias	✓	✗	✓	✗	✓	✓	✓	✗	✗	✓	56	3
10019	Frank Adam	Zeeshan Willis	✗	✗	✓	✗	✗	✗	✗	✗	✓	✗	11	1
10020	Dolores Hatfield	Zeeshan Willis	✗	✓	✓	✗	✗	✓	✗	✗	✗	✗	42	2
10021	Enya Luna	Zeeshan Willis	✓	✗	✗	✓	✗	✗	✗	✓	✗	✓	30	2

Dashboard Score Card Grid Pivot +

THE "WOW" IN OUR SOLUTION

- ❖ Personalization.
- ❖ Offer Seamless Experiences.
- ❖ All hands on deck - Provide Great Customer Support.
- ❖ Use Augmented Reality.
- ❖ Use Gamification.
- ❖ Use Social Media.
- ❖ Support Sustainability.
- ❖ Human Connection.

MODELLING

Results and discussion

A performance discussion is an integral part of an organization. It helps in finding potential employees and providing them with the right opportunities and skills to excel in their careers.

conclusion

An Excel-based Employee Performance Rating Card and Dashboard is very useful and adaptable tool. It can significantly enhance your performance management process.