


# 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

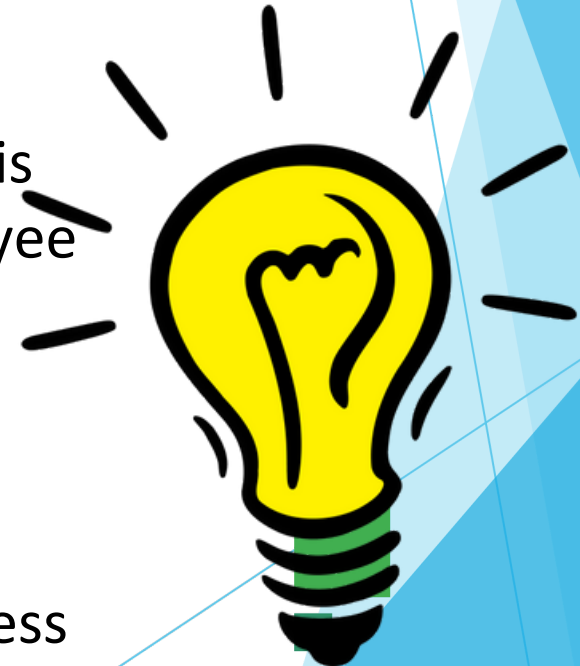


# PROBLEM STATEMENT

1. Analyze employee performance to identify areas of improvement. Develop a data-driven approach to inform HR decisions.

2. “The HR department at XYZ Corporation is struggling to effectively analyze and understand employee performance data, leading to:

- Inefficient use of training resources
- Poorly informed HR decisions
- Lack of visibility into employee strengths and weakness



# PROJECT OVERVIEW

- 1. Create an Excel-based tool to analyze employee performance data.
- 2. Provide insights for HR and management to enhance employee development.



# WHO ARE THE END USERS?

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1. HR professionals
  2. Management team
  3. Business stakeholders
  4. HR Generalists
  5. HR Managers
  6. Talent Management Specialists
  7. Line Managers
  8. Business Analysts
  9. Organizational Development Specialists
  10. Executive Leadership
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# OUR SOLUTION AND ITS VALUE PROPOSITION



- 1. Develop a comprehensive Excel dashboard for performance analysis.
- 2. Offer data-driven insights to support informed HR decisions.
- 3. “Unlock the full potential of your workforce with our Excel-based solution, streamlining performance analysis, and providing data-driven insights to boost productivity, retention, and overall organizational performance.”

# Dataset Description

- Employee data (e.g., ID, name, department, role)
- Performance metrics (e.g., ratings, feedback, absenteeism)
- Timeframe (e.g., quarterly, annually)
- The employment performance analysis dataset contains the following information:
  1. Employee Data
  2. Performance Metrics
  3. Training and Development
  4. HR Metrics
  5. Timeframe



# THE "WOW" IN OUR SOLUTION

1. Automated Data Visualization
2. Predictive Analytics
3. Personalized Employee Profiles
4. Real-time Performance Tracking
5. Data-Driven Decision Support
6. Scalable and Customizable
7. Intuitive User Experience



# MODELLING

## **Descriptive Analytics:**

- Summary statistics (e.g., mean, median, standard deviation)
- Data visualization (e.g., charts, tables, heatmaps)
- Correlation analysis

## **Inferential Analytics:**

- Regression analysis (e.g., linear, logistic)
- Hypothesis testing (e.g., t-tests, ANOVA)
- Confidence intervals

## **Predictive Analytics:**

- Forecasting (e.g., exponential smoothing, ARIMA)
- Machine learning algorithms (e.g., decision trees, clustering)

# RESULTS

1. Interactive Excel dashboard showcasing key metrics and insights.

2. Visualizations include charts, tables, and heatmaps.

3. Drill-down capabilities for detailed analysing.

4. Key findings and insights from the analysis

5. Recommendations for HR and management



# conclusion

1. Recap the benefits of using Excel for employment performance analysis
2. Highlight the potential for data-driven decision-making in HR