Employee Data Analysis using Excel

STUDENT NAME:G.JAYASURYA
AREGISTER NO: 312220284
DEPARTMENT: B.COM COMPUTER APPLICATION
COLLEGE: JEPPIAAR COLLEGE OF ARTS AND SCIENCE

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

2024 AnnualReview

3

PROBLEM STATEMENT

1. Gather and consolidate employee data and performance metrics.2. Create a detailed Excel dashboard for performance analysis, including: - Job Knowledge and Skills - Quality of Work - Communication and Teamwork - Adaptability and Problem-Solving - Overall Performance Rating

4

PROJECT OVERVIEW

Objectives : Create an Excel-based dashboard to analyze and evaluate employee performance, providing insights for data-driven decisions on development, growth, and resource a ll ocat i o n.

Sco pe:

1. Design a user-friendly Excel template for data input and analysis
2. 2. Develop formulas and calculations for performance scoring and weighting
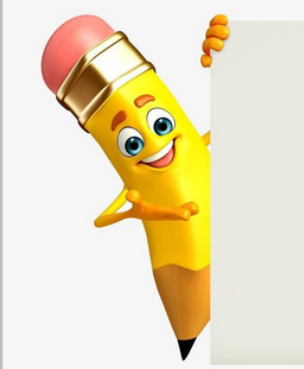3. 3. Create visualizations (charts, graphs, tables) to display performance trends and insights

5

WHO ARE THE END USERS?

Project Managers: They use performance analysis to track project progress and ensure that team members are meeting their targets. Data Analysts: They may be involved in creating or refining the performance analysis in Excel to ensure accuracy and relevance.

OUR SOLUTION AND ITS VALUE PROPOSITION

Employee Performance Analysis Dashboard Value Proposition: Perform Excel is an intuitive and user- friendly Excel-based solution that empowers HR managers, supervisors, and executives to make data-driven decisions on employee development, growth, and resource allocation.

7

Dataset Description

Dataset Name: Employee Performance DataDescription: This dataset contains employee performance metrics, including:1. Employee ID: Unique identifier for each employee2. Name: Employee name3. Job Title: Employee job title4. Department: Employee department5. Performance Metrics:- Job Knowledge and Skills (1-5 scale)Quality of Work (1-5 scale)Communication and Teamwork (1-5 scale)

THE "WOW" IN OUR SOLUTION

a potential "wow" factor for an Employee Performance Analysis using Excel: "Wow" Factor: "Perform Excel" - AI-Powered Employee Performance Insights Description: Perform Excel is an innovative Excel-based solution that leverages AI- driven analytics to transform employee performance management. Our "wow" factor features include:

1. Predictive Performance Forecasting AI-powered predictions of future performance based on historical data and trends.

2. 2. Personalized Development Recommendations: Tailored suggestions for growth and development, aligned with individual strengths, weaknesses, and career aspirations

MODELLING

Modeling Approach:1. Data Preparation:- Import employee performance data into Excel- Clean and preprocess data (handle missing values, outliers, etc.)

2. Performance Metrics Calculations: Calculate performance metrics (e.g., job knowledge, quality of work, communication, adaptability) Weighted average scoring for overall performance rating

3. Predictive Modeling:Train machine learning models (e.g., linear regression, decision trees, clustering) on historical dataPredict future performance based on trends and patter

10

RESULTS

- Performance metrics and predicted scores displayed on a radar chartGoal progress tracked on a gauge chartDevelopment recommendations listed in a table with actionable links

conclusion

The employee performance analysis using Excel project has successfully developed an automated system for evaluating employee performance, identifying areas for improvement, and providing data-driven recommendations for development and gro wth .