

Employee Data Analysis using Excel



STUDENT NAME: rashika.A
REGISTER NO: 312208992
DEPARTMENT: B.com(general)
COLLEGE: CTTE College for women



PROJECT TITLE

Employee Rating Analysis using Excel

AGEND

A

- 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 STATEMEN

T Subjectivity and Bias

- Inconsistency in Ratings
- Lack of Clear Metrics
- Limited Feedback Mechanisms
- Discrepancies in Training and Calibration



PROJECT



OVERVIEW

- **Assess Current System:** Review and identify issues in the existing performance rating process through feedback from employees and evaluators.
- **Define Metrics:** Develop and implement clear, objective performance criteria aligned with organizational goals.
- **Reduce Bias:** Introduce evaluator training and standardized guidelines to minimize bias and ensure consistency.
- **Enhance Feedback:** Create structured feedback mechanisms to provide actionable insights for employee development.
- **Pilot and Implement:** Test the new system in a selected area, refine based on feedback, and then roll out organization-wide with ongoing monitoring.





WHO ARE THE END USERS?



- **Human Resources (HR) Teams:** Use ratings for talent management, compensation, and career development.
 - **Managers and Supervisors:** Utilize ratings to assess team performance, provide feedback, and make promotion decisions.
 - **Senior Leadership:** Analyze aggregate performance data to guide strategic planning and organizational development.
 - **Employees:** Receive feedback for personal growth, performance improvement, and career progression.
 - **Training and Development Teams:** Identify training needs and tailor development programs based on performance insights.
- 
- 

OUR SOLUTION AND ITS VALUE PROPOSITION



Conditional formatting- missing
Filter-remove
Formula-performance
Pivot-summary
Graph-data visualization

Dataset Description

Employee-Kaggle

26-features

7-features

Emp id- numerical

Name- text

Job function

Email

Employee rating-numerical

THE "WOW" IN OUR SOLUTION



- Real-Time Insights:** Instant feedback and performance data.
- Predictive Trends:** AI forecasts future performance and growth areas.
- Increased Transparency:** Clear, data-backed rating rationale.
- Custom Dashboards:** Interactive, personalized performance views.
- Integrated Development:** Links ratings directly to tailored development plans.

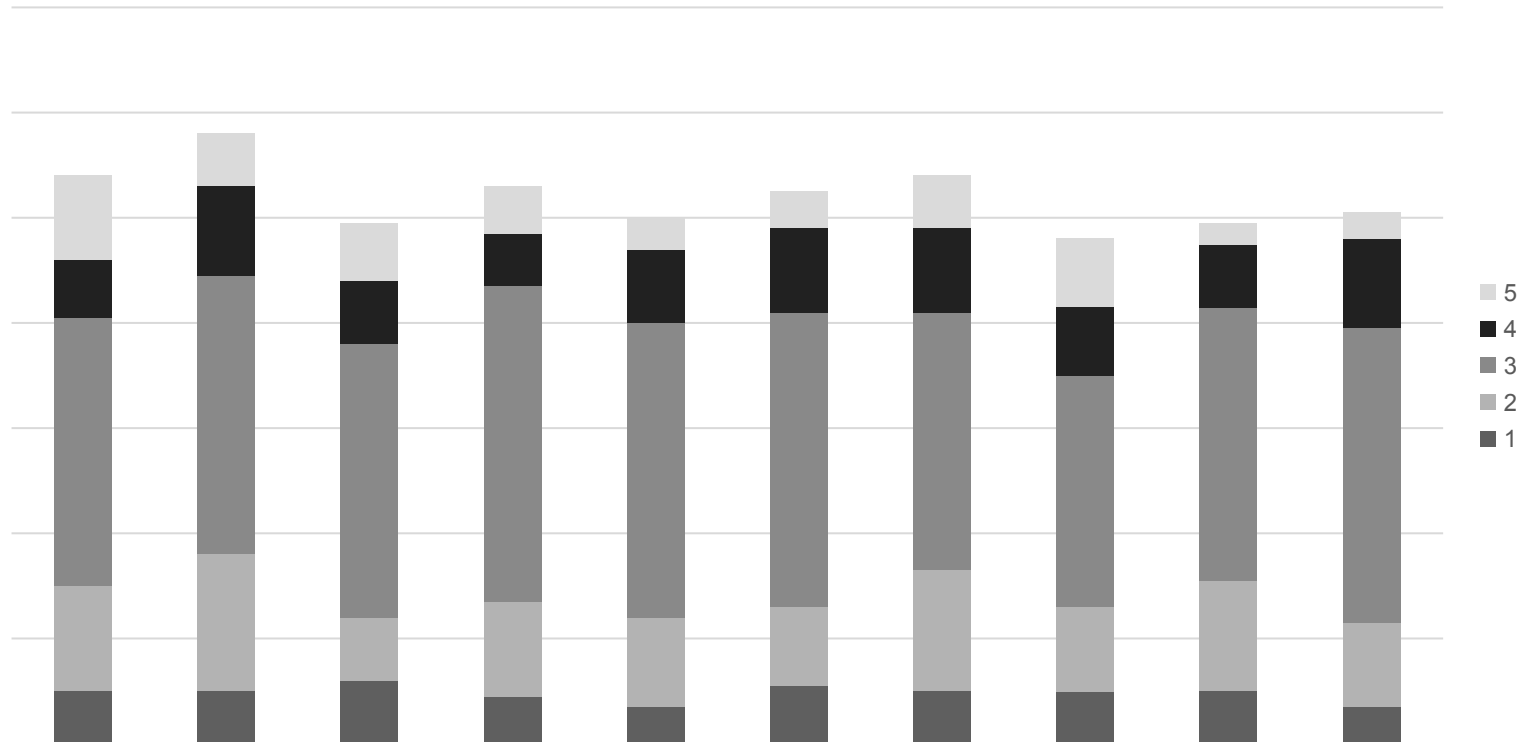


MODELLIN G

- **Real-Time Insights:** Instant feedback and performance data.
- **Predictive Trends:** AI forecasts future performance and growth areas.
- **Increased Transparency:** Clear, data-backed rating rationale.
- **Custom Dashboards:** Interactive, personalized performance views.
- **Integrated Development:** Links ratings directly to tailored development plans.

RESULT S

employee rating analysis



conclusion

The "wow factor" of this rating solution is its use of AI to deliver real-time insights, predict future performance, and provide clear, data-driven feedback, all through customizable dashboards that link directly to personalized development plans.