

Employee Data analytics using Excel

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Project Title

- ▶ Employee performance
Analysis using Excel

Agenda

- ▶ 1. Project statement
- ▶ 2. Project overview
- ▶ 3. End users
- ▶ 4. Our solution and proposition
- ▶ 5. Dataset description
- ▶ 6. Modelling Approach
- ▶ 7. Research and discussion
- ▶ 8. Conclusion

PROJECT STATEMENT

To Conduct a comprehensive analysis of current employee ratings to identify key trends, uncover areas needing improvement in core problems includes inconsistent performance, potential impact etc.

WHO ARE THE END USERS ?

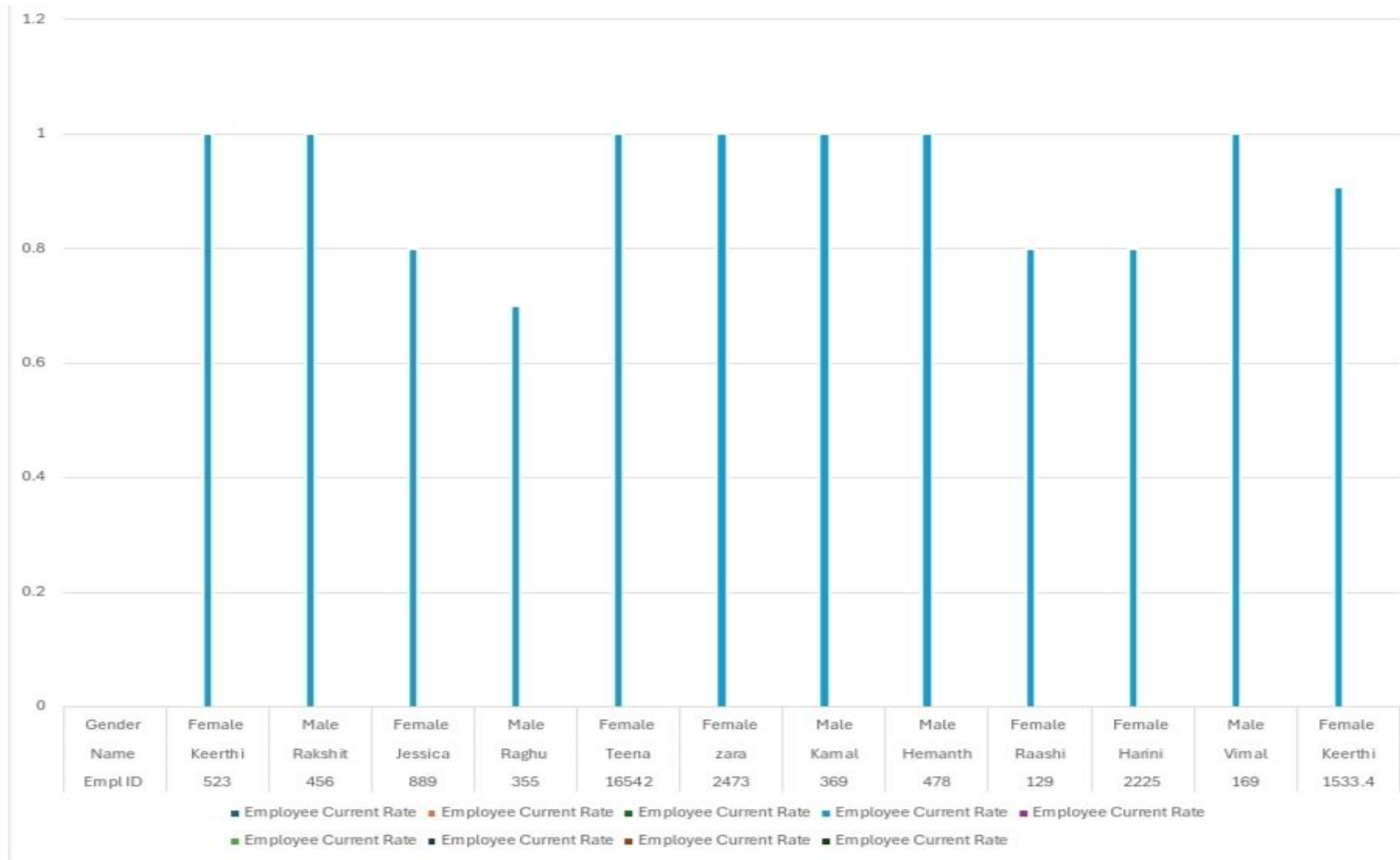
- ▶ HR Managers: To access overall employee performance trends identify training needs and use case metrics for recruitment and retention strategies.
- ▶
- ▶ Department Heads: Use performance data to set goals.
- ▶
- ▶ Performance Analysts: Generate reports and recommendations for optimising the performance management process.

OUR SOLUTION AND VALUE PROPOSITION

- ▶ Sorting- Arrange in the Ascending Order
- ▶
- ▶ Filtering- Filling, Adjusting columns
- ▶
- ▶ Conditional Formatting- Highest To Lowest
- ▶
- ▶ Pivot Chart- Summary Of Employee Performance
- ▶
- ▶ Formulas- Excel Formulas
- ▶
- ▶ Grap

DATASET DESCRIPTION

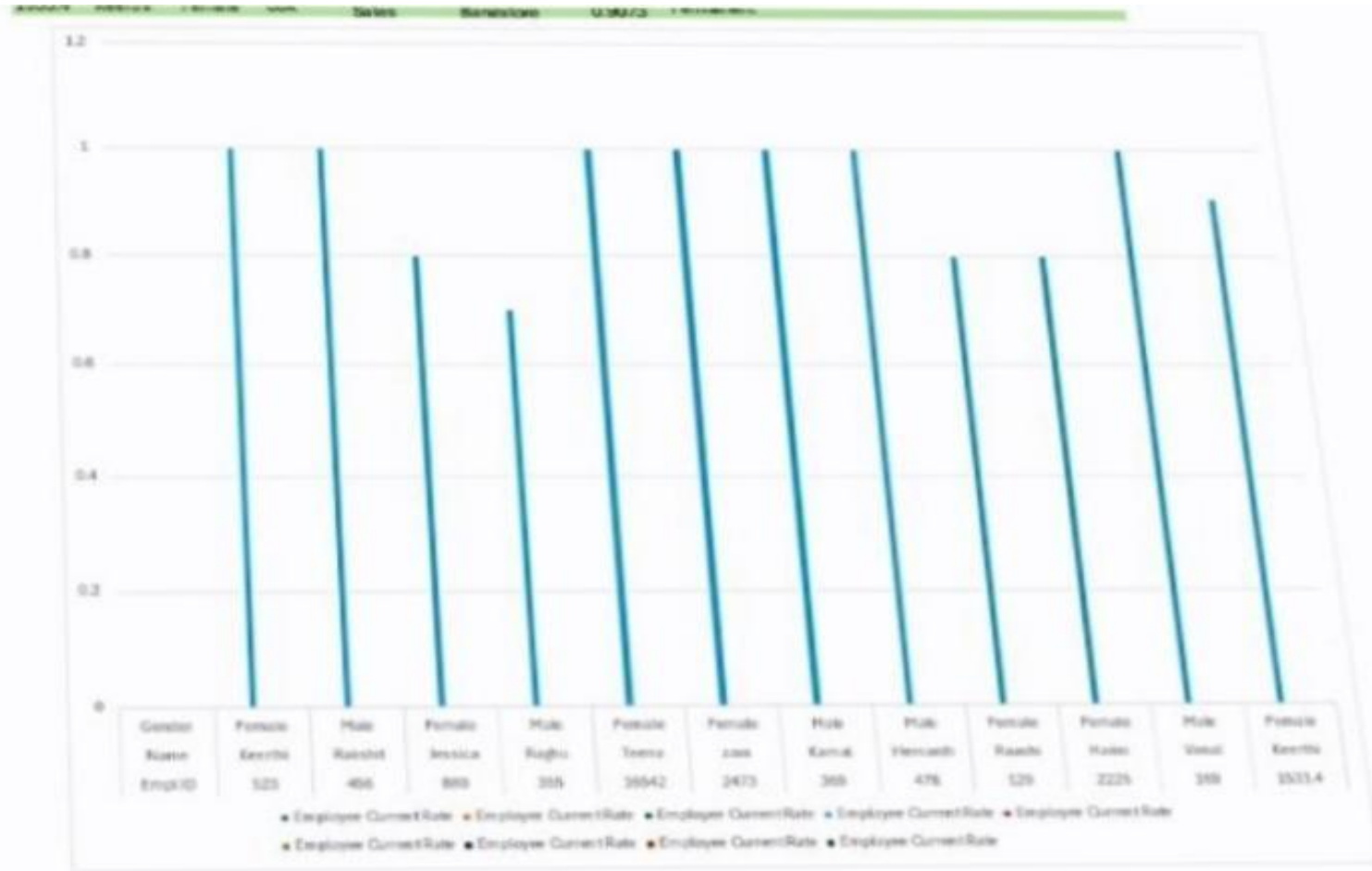
- ▶ Business Units Covered:
- ▶ TNS
- ▶ BPC
- ▶ WBL
- ▶ CCDR
- ▶ NEL
- ▶ SVG
- ▶ MSC
- ▶ EW
- ▶ YZ
- ▶ PL
- ▶ Employee Location: Chennai, Bangalore, Kerala, Rajasthan
- ▶ Performance Scores:
- ▶ Fully Meets: 14 Employees Exceeds: 6 Employees



MODELLING APPROACH

- ▶ Data Set: employee dataset
- ▶
- ▶ Feature selection: work location
- ▶
- ▶ Data Cleaning: missing value, irrelevant
- ▶
- ▶ Formula-performance calculation, low, medium, high, sum
- ▶
- ▶ Pivot table and chart: summary.

RESEARCH AND RESULT



CONCLUSION

- ▶ The data suggested a balanced performance distribution among the employees with opportunities for further development and recognition. Continuous monitoring and targeted interventions