

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. Lack of clear goal and expectations

When employees are unclear about what is expected of them, can lead to confusion reduce productivity and frustration

2. Inadequate training and development

Employee may struggle if they do not have the necessary skills or training to their job effectively

3. Low Employee engagement

When the employee are not engaged or motivated they may not put into their best efforts this may be due to lack of insufficient career growth or opportunities



PROJECT OVERVIEW

1. Enhanced performance

- The project should lead to overall improvement in employee performance greater alignment in organisation goals and higher employee engagement and satisfaction

2. Data driven decision making

The project provides the data that can be inform decision on promotion ,raises training,needs and potential



WHO ARE THE END USERS?



1. Executive/leadership

Senior leaders might use performance data to make strategic decisions, such as identifying high performers for leadership development or addressing underperformance at a broader level

2. HR professionals

Human Resources (HR) personnel often oversee the performance management process, ensuring that it aligns with organizational goals and policies. They may also be involved in analyzing performance data, facilitating training, and developing performance improvement plans.



OUR SOLUTION AND ITS VALUE PROPOSITION



1. Solution

A system or tool designed to enhance or evaluate employee performance. This could be a performance management system, a set of metrics, or a strategy like continuous feedback or 360-degree reviews.

2. Proposition

The value or benefit that this solution brings to the organization. For instance, it might help in identifying high performers, improving overall productivity, aligning employee goals with company objectives, or providing actionable insights for employee development.

Dataset Description

1. Employee ID
2. First name
3. Last name
4. Business unit
5. Employee type
6. Employee status
7. Employee classification type
8. Gender code
9. Performance score
10. current employee rating

THE "WOW" IN OUR SOLUTION

Formula 

=IFS(Z8>=5,"VERY HIGH",Z8>=4,"HIGH",Z8>=3,"MED",TRUE,"LOW")



MODELLING

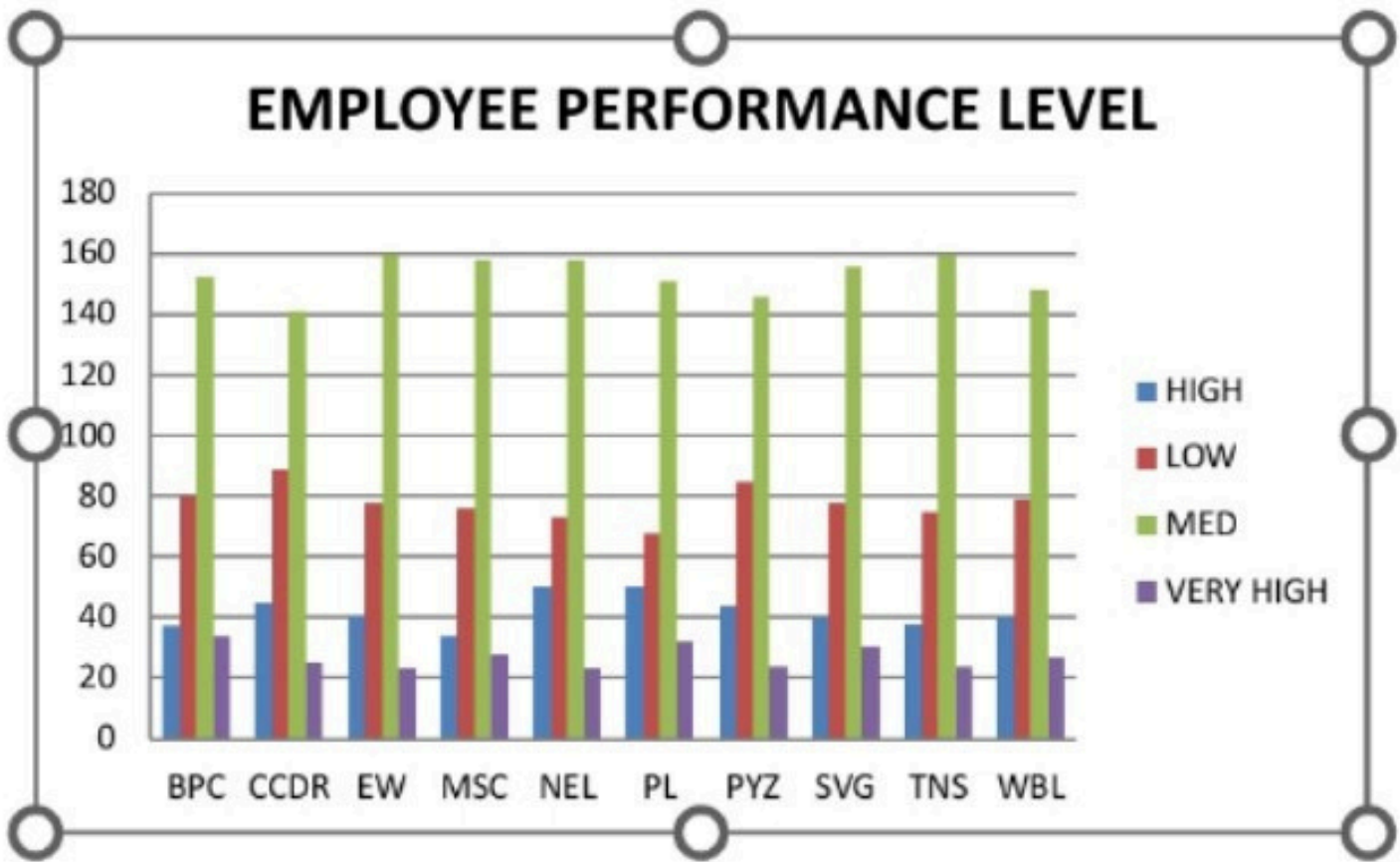
1. Employee data

Gather data on employees, including demographics (age, gender, education), job-related information (position, department, tenure), and historical performance data.

2. Behavioral data

Collect data on employee behaviors, such as attendance records, participation in training, feedback from peers and supervisors, etc.

RESULTS



conclusion

1. Overall performance

Clearly state whether the employee meets, exceeds, or falls short of expectations. This should be based on measurable criteria such as key performance indicators (KPIs), goals, and competencies.

2. Strengths

Highlight the employee's strengths and areas where they excel. This reinforces positive behavior and skills.