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

Problem Statements for Employee AnalysisEmployee analysis is a critical process for organizations to assess their workforce's effectiveness, identify areas for improvement, and make informed decisions about talent management. Here are some common problem statements that organizations oftetaining top talent.

PROJECT OVERVIEW

To evaluate the current state of employee performance, engagement, and satisfaction within the organization. This assessment will provide valuable insights to inform strategic HR decisions, improve employee retention, and enhance overall organizational productivity.

WHO ARE THE END USERS?

End users in employee analysis are the individuals who ultimately benefit from the insights and recommendations generated by the analysis. They typically include: * Employees * Managers * HR professionals * Executives

OUR SOLUTION AND ITS VALUE PROPOSITION

We have provided solution for function and formula by providing for around 20 employees their salary is calculated by using formula and arranging them to provide solution to the concerned management of the company

Dataset Description

The dataset consists of name of the employee employee id their personal details and the salary is computed to illustrate the final salary to the management to make decisions regarding salary bonus etc

THE "WOW" IN OUR SOLUTION

•The WOW in our solution are the metrics used to describe the performance of the employee in their respective work which results in the computation of their salary

- It involves
- *Seniority
- *Position in job
- *Experience in handling jobs
- *Performance metrics

MODELLING

The modelling is computed based on the efficiency of employees the pay scale of employees in past along with considering their appraisal and pay hikes in the future it helps to rationalize the decision making process and remove potential bias in the system

RESULTS

The completed excel sheet gives us a detailed analysis of employees history their department working capacity their salary details are arrived using Excel function

conclusion

I hereby conclude that the excel sheet is very useful in calculating the salary details of employees their historical data and helps in better management of business enterprise