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

Employee performance analysis is the process of evaluating and understanding how well employees are performing in their roles within an organization. This analysis is essential for improving productivity, identifying strengths and weaknesses, and making informed decisions about promotions, training, and development.

PROJECT OVERVIEW

- Performance Metrics: These are the specific criteria used to measure an employee's effectiveness, such as productivity, quality of work, adherence to deadlines, and overall contribution to team goals.
- Feedback Mechanisms: Regular feedback, both positive and constructive, is crucial. This can be gathered through performance reviews, 360-degree feedback, self-assessments, and peer evaluations.
- Goal Setting: Clear, measurable goals should be set for employees, aligned with organizational objectives. Progress towards these goals is a major component of performance analysis.
- Skill Development: Identifying areas where employees need further training or development helps in creating personalized development plans.
- Data Analysis: Performance data is analyzed over time to identify trends, patterns, and outliers. This analysis can reveal top performers, employees who need additional support, and overall team performance trends.
- Use of Technology: Performance management software and tools can automate data collection, analysis, and reporting, making the process more efficient and less prone to bias.
- Continuous Improvement: The ultimate goal of performance analysis is to foster continuous improvement by recognizing achievements and addressing areas for development, leading to a more motivated and productive workforce.

WHO ARE THE END USERS?

1) HUMAN RESOURCES PROFESSIONALS
2) MANAGERS AND SUPERVISORS
3) EXECUTIVES AND LEADERSHIP
4) EMPLOYEES
5) TRAINING AND DEVELOPMENT TEAMS
6) COMPENSATION AND BENEFIT TEAMS

OUR SOLUTION AND ITS VALUE PROPOSITION

CONDITIONAL FORMATING - MISSING
FILTER - REMOVE
FORMULA - PERFORMANCE
PIVOT - SUMMARY
GRAPH - DATA VISUALIZATION

Dataset Description

Employee- Kaggle
26- Features
9- Features
Employee ID- Number
Name- Text
Employee type
Performance level

THE "WOW" IN OUR SOLUTION

*PERFORMANCE LEVEL=IFS(Z8>=5,VERY HIGH,Z8>=4,HIGH,Z8>=3,MED,TRUE,LOW)
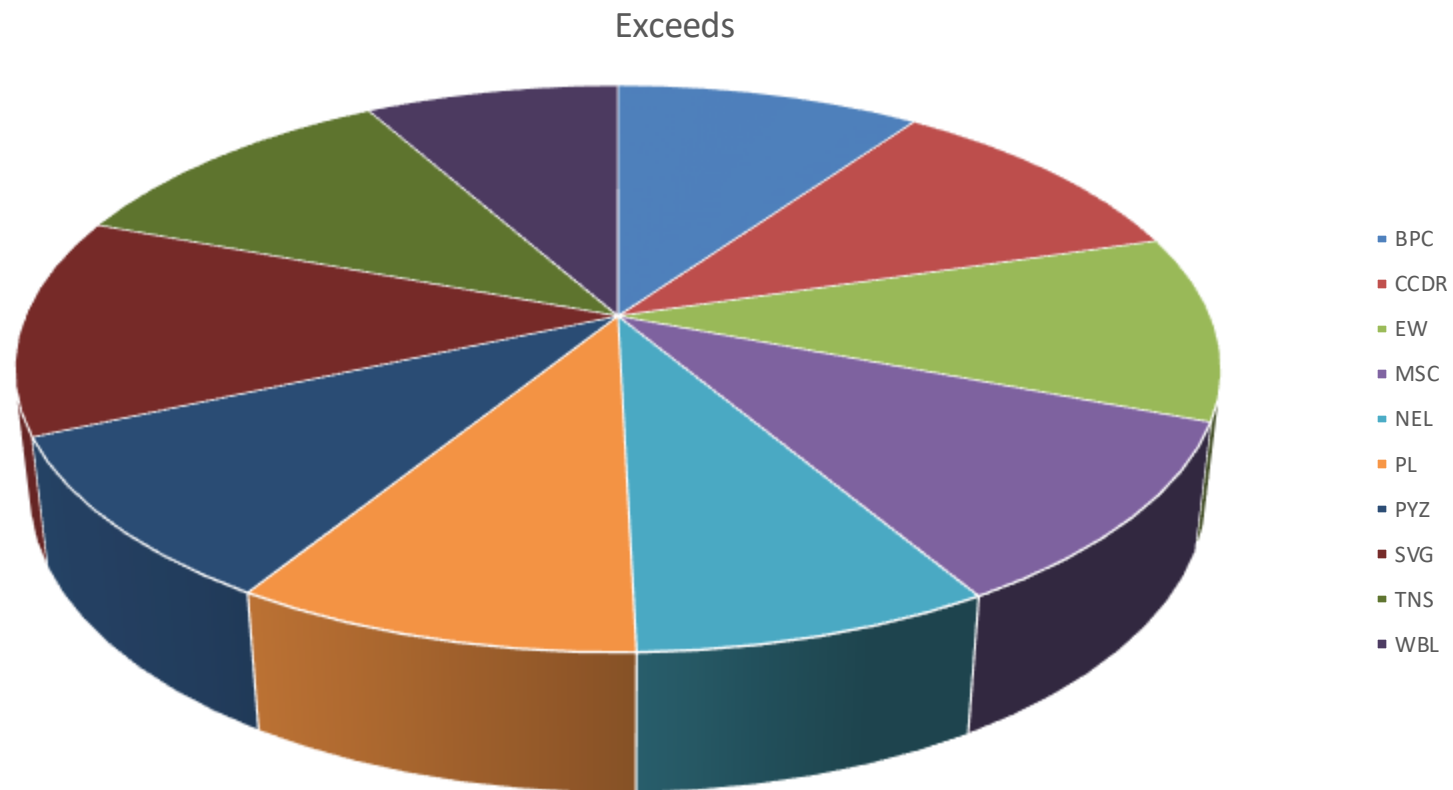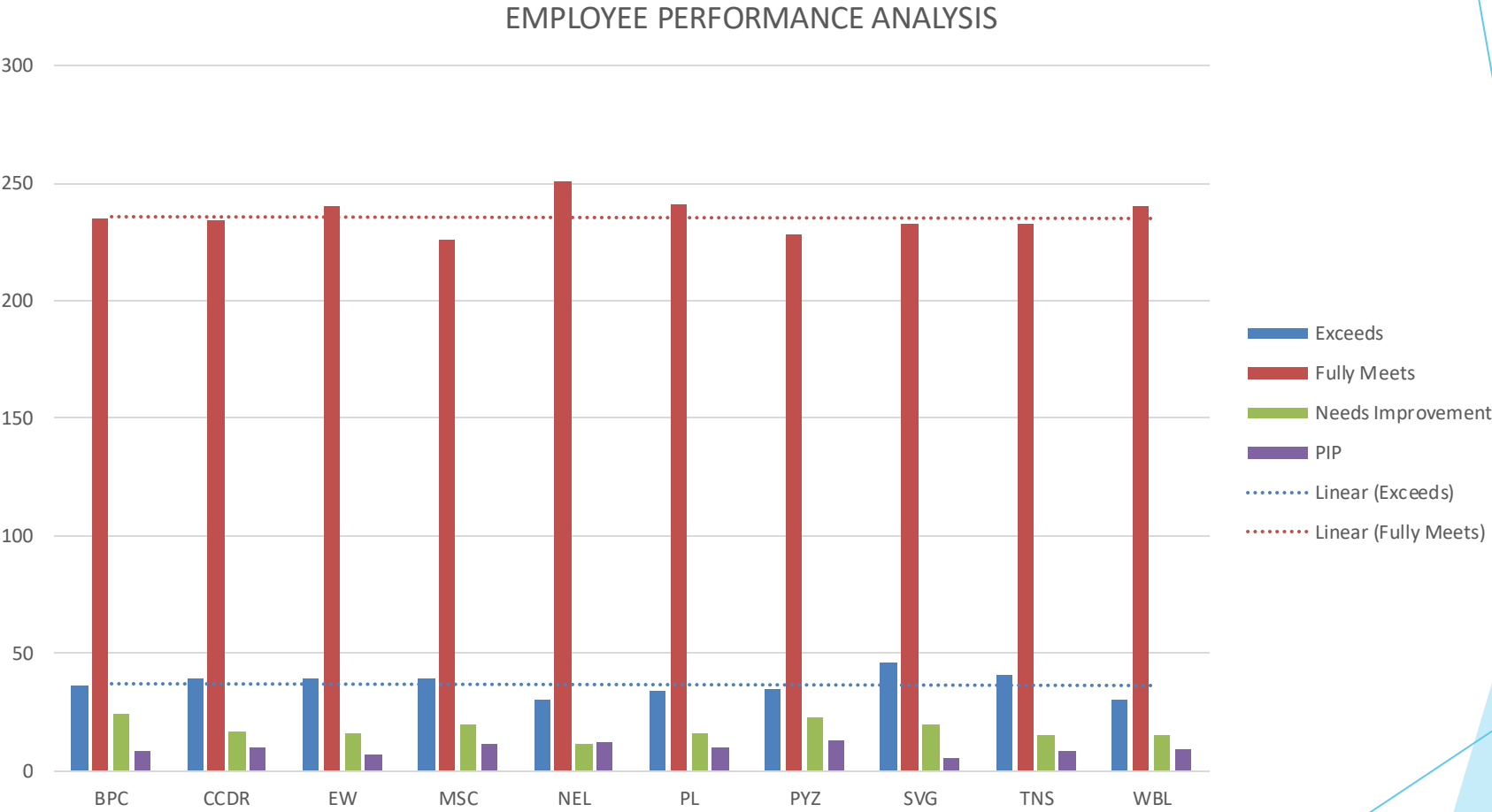
MODELLING

• DATA COLLECTION
1) KAGGLE
2) DATA SET
3) EMPLOYEE DATA

RESULTS

Exceeds

- BPC
- CCDR
- EW
- MSC
- NEL
- PL
- PYZ
- SVG
- TNS
- WBL

RESULTS

EMPLOYEE PERFORMANCE ANALYSIS

CONCLUSION

In conclusion, employee performance analysis is a critical process that serves multiple stakeholders within an organization. By systematically evaluating employee performance, companies can make informed decisions that drive individual growth, enhance team effectiveness, and ultimately contribute to the organization's success. This analysis not only helps in recognizing and rewarding high performers but also in identifying areas where employees may need additional support or development. As a result, performance analysis fosters a culture of continuous improvement, aligning individual efforts with broader organizational goals.