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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

- Accurately evaluate employee performance
- Identify strengths, weakness, opportunities and threats (SWOT analysis)
- Develop targeted intervention and training programs
- Inform talent management decisions (Promotion, Successions)



PROJECT OVERVIEW

- Analysis employee performance data to identify key drivers of performance and area for improvement
- Develop data - driven insights to inform talent management decisions, training programs, leadership development initiatives
- Focus on identifying key predictors of performance ,area of improvement and opportunities for growth and development



END USERS

- Line manager
- HR business partners
- Senior leadership
- Employee development teams
- Compensation and benefits teams
- Talent acquisition teams
- Employees
- Organizational development teams

An abstract graphic at the top of the slide featuring a series of overlapping, flowing bands in shades of orange, red, yellow, and green, set against a black background.

OUR SOLUTION AND ITS VALUE PROPOSITION

- Solution : Empower AI employee performance insights
- Value proportion
- Identify top performers
- Pinpoint skill gaps
- Enhance employee engagement
- Inform data – driven decision
- Boost productivity



DATA DESCRIPTION

Description : This data set contains information on employee performance , demographics and development activities

Fields :

- Employee ID
- Name
- Job role
- Department
- Performance rating
- Performance level



THE “WOW” IN OUR SOLUTION

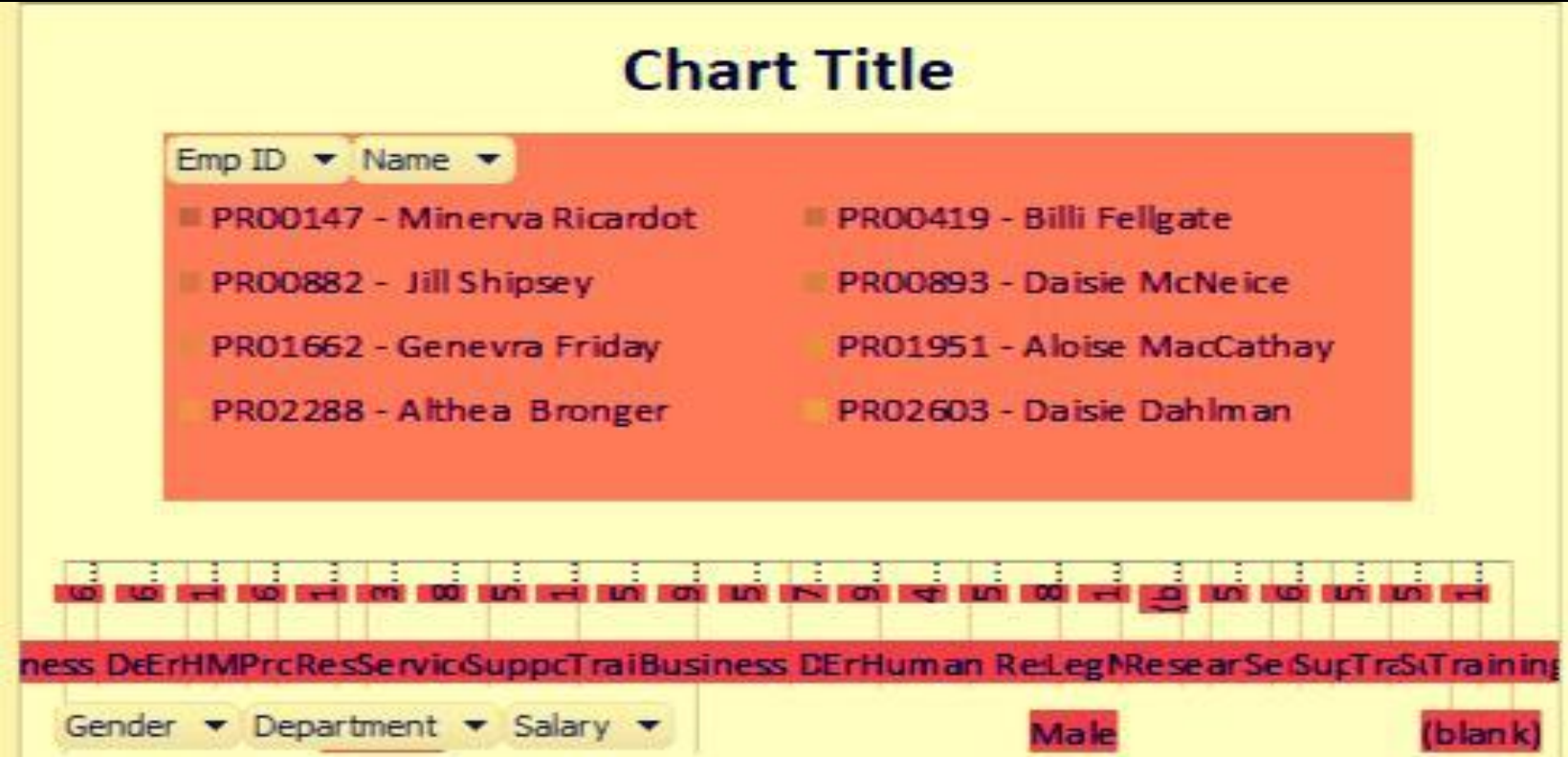
- AI driven predictive analytics for accurate forecasting insights
- Automated performance scoring for unbiased evaluations
- Personalized development plans for targeted growth and improvement
- Real – time feedback and coaching for continuous development
- Intuitive and interactive dashboard for visualization and tracking



DELLING APPROACH

- Regression analysis
- Decision trees
- Clustering analysis
- Predictive modelling
- Propsentive scoring
- Survival analysis
- Network analysis
- Machine learning algorithms
- Stimulation modelling
- Bayesian networks

RESULTS AND DISCUSSION





CONCLUSION

Employee performance analysis is a critical component of talent management, enabling organization to make data driven decision , driven business outputs and enhance employee experience by leveraging advance analytics modelling techniques.