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

This project is done to get a analysis on a zone wise performance data to compare the type of employment. As it help the organisation to know how the employees are performing from a particular payzone on different scales.

PROJECT OVERVIEW

- This projectgives us the data of performance on the basis of zones. For this we use excel and make a visualisation of the performance of different zones. Here we use pivot table for carrying out the same. Adding to it we use pivot analyze charts to visualize it in a bar format (Bar graph). These bars gives us the idea of comparing the performance of employee on basis of the type of their employment (part time, full time and temporary).

WHO ARE THE END USERS?

- Organisation
- Managers
- Other empolyees

OUR SOLUTION AND ITS VALUE PROPOSITION

Filtering – to filter and to delete the blank values
Pivot table – to aggregate values on basis of count
Chart graph – to visualise the data in bar format

Dataset Description

This dataset comprises of 26 features out of which we took 4 features and the features are

Payzone – Categorical data representing 4 categories (Zone1, Zone2,Zone3,Zone4), this was given in filter column to check the performance status of different employments

Employeeclassificationtype – a categorical data which define the category whether they belong to full-time or part-time or temporary employees.

Performancescore – a categorical data which has following four categories namely: Exceeds, Fully Meets, Needs Improvement and PIP

MODELLING

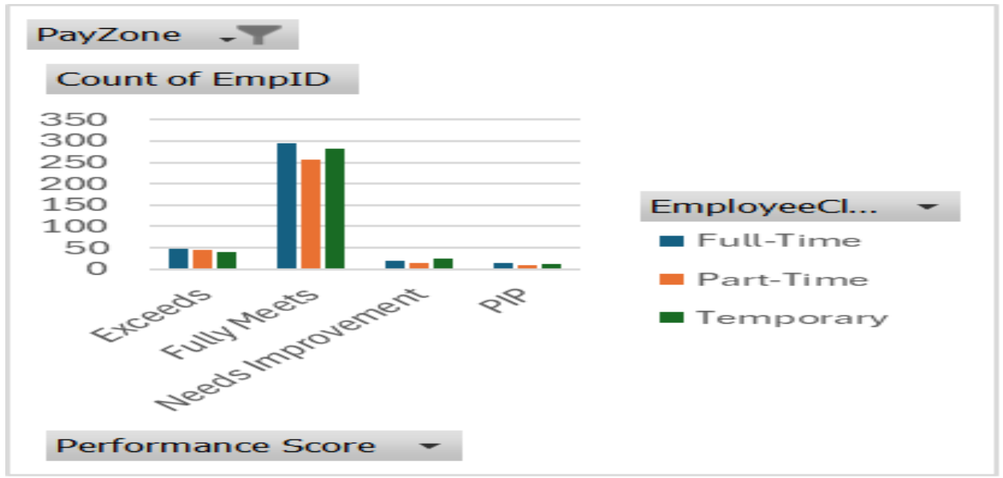
Data collection – Kaggle website
The data is collected from Kaggle website so it becomes the secondary data.

Data cleaning – filtering
The blank and missing data was removed after filtering the dataset from each column.

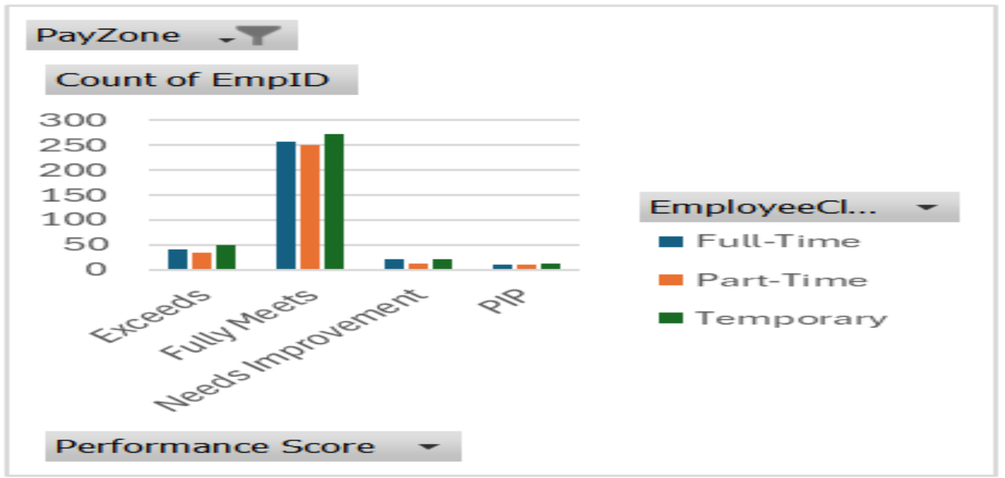
Data mining – Pivot table
The data mining is done by the pivot table and extracted the useful information for our analysis.

Data Visualisation – chart graph
The data is visualised in bar format as we compare two categorical data on a particular heads.

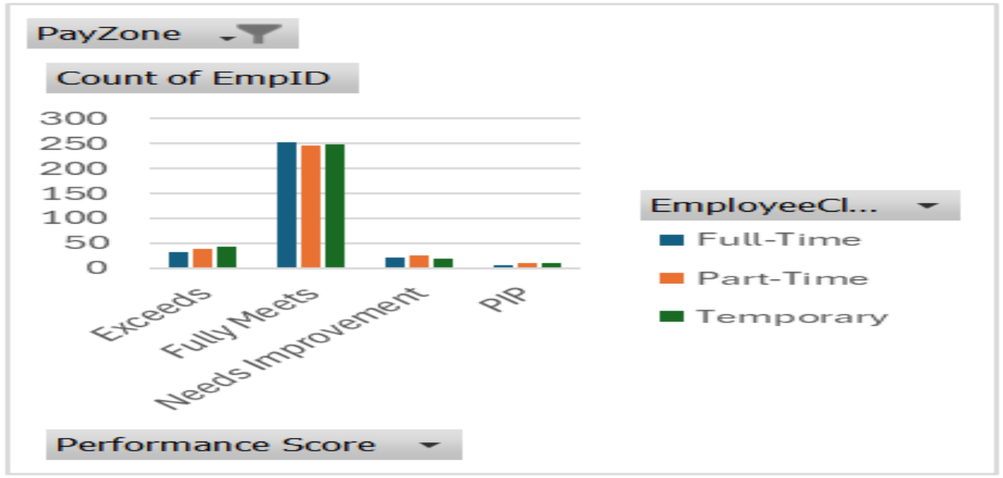
RESULTS



Zone A



Zone B



Zone C

conclusion

In ZoneA “exceeds” category lead by full time employees whereas in other two zones lead by part-time employees. In Zone A “fully meet” category is lead by full-time employees whereas other two payzones lead by temporary employees.