Employee Data Analysis using Excel

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PROJECT TITLE

Data 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

Organization's sales data in Excel reveals inconsistent performance and lacks clarity on key factors influencing results. We need to analyse this data to uncover trends and patterns that affect sales. This analysis will not only drive organizational growth but also enhance individual skills in data management and analytical thinking. The goal is to use Excel to provide actionable insights that support both personal and organizational development.

PROJECT OVERVIEW

This project focuses on analysing our company's sales data using Excel to identify performance trends and key influencing factors. We will consolidate and clean data from multiple spreadsheets to ensure accuracy and consistency. Through exploratory data analysis and visualization, we aim to uncover actionable insights that can drive improvements in sales strategies. The project will produce clear charts and graphs to communicate findings effectively. Additionally, it will enhance personal skills in data analysis and contribute to organizational growth by informing better strategic decisions.

WHO ARE THE END USERS ?

1. Senior Management :

- Executives:

Use Excel analyses to evaluate overall company performance, make strategic decisions, and set long-term goals. Insights help in understanding high-level trends and making data-driven decisions to steer the company in the right direction.

2. Sales and Marketing Teams:

- Sales Managers:

Utilize data to track sales performance, identify successful strategies, and pinpoint areas needing improvement. This helps in setting realistic targets and optimizing sales tactics.

- Marketing Professionals:

Analyze campaign effectiveness, customer demographics, and market trends to refine marketing strategies and allocate resources more effectively.

3. Finance Teams:

- Accountants:

Apply data analysis for accurate financial reporting, expense tracking, and budgeting, ensuring financial integrity and compliance.

4. Operation system:

- **Operations Managers:**

Analyze data to streamline processes, manage supply chains, and improve operational efficiency. Insights help in identifying inefficiencies and implementing cost-saving measures.

- **Logistics Coordinators:**

Use data to optimize inventory levels, manage distribution, and reduce logistical costs.

5.Product and Service Managers:

- **Product Managers:**

Leverage data to track product performance, understand customer preferences, and guide product development and strategy.

- **Service Managers:**

Use analysis to monitor service quality, customer feedback, and operational performance to enhance service delivery.

OUR SOLUTION AND PROPOSITION:

- ***SOLUTION OVERVIEW:***
- Power Query:

Power Query allows for sophisticated data extraction, transformation, and loading. (ETL). Users can connect to multiple data sources, apply transformations, and load data into Excel.

- Dynamic Arrays:

Functions like FILTER(), SORT(), UNIQUE(), and SEQUENCE() in dynamic arrays simplify complex data manipulations and calculations.

- Statistical Analysis and Forecasting:

Excel includes a range of statistical functions (AVERAGE(), MEDIAN(), STDEV(), CORREL()) and forecasting tools (e.g., FORECAST ETS).

VALUE PROPOSITION :

1. cost effective
2. User friendly interface
3. Flexibility and customization
4. Scalability
5. Improved decision making

DATASET DESCRIPTION

- Employee dataset – Kaggle 26 Features

- Employee ID - DE5B5E0E98169619147481 3EBC226A7F
- Name – Text
- Performance Level – Very High , High , Medium , Low

- Gender – Male , Female
- Employee Ratings

THE “ WOW” IN OUR SOLUTION

Performance level

- IFS(Z8-5,"VERY HIGH" 28 -4,"HIGH",28>-3,"MED", TRUE, "LOW")

MODELLING

Data collection :

1). Department

2). Division

3). Job Function

4). Employee Classification

DATACLEANING:

1). Start date

2). End date

PERFORMANCE LEVEL:

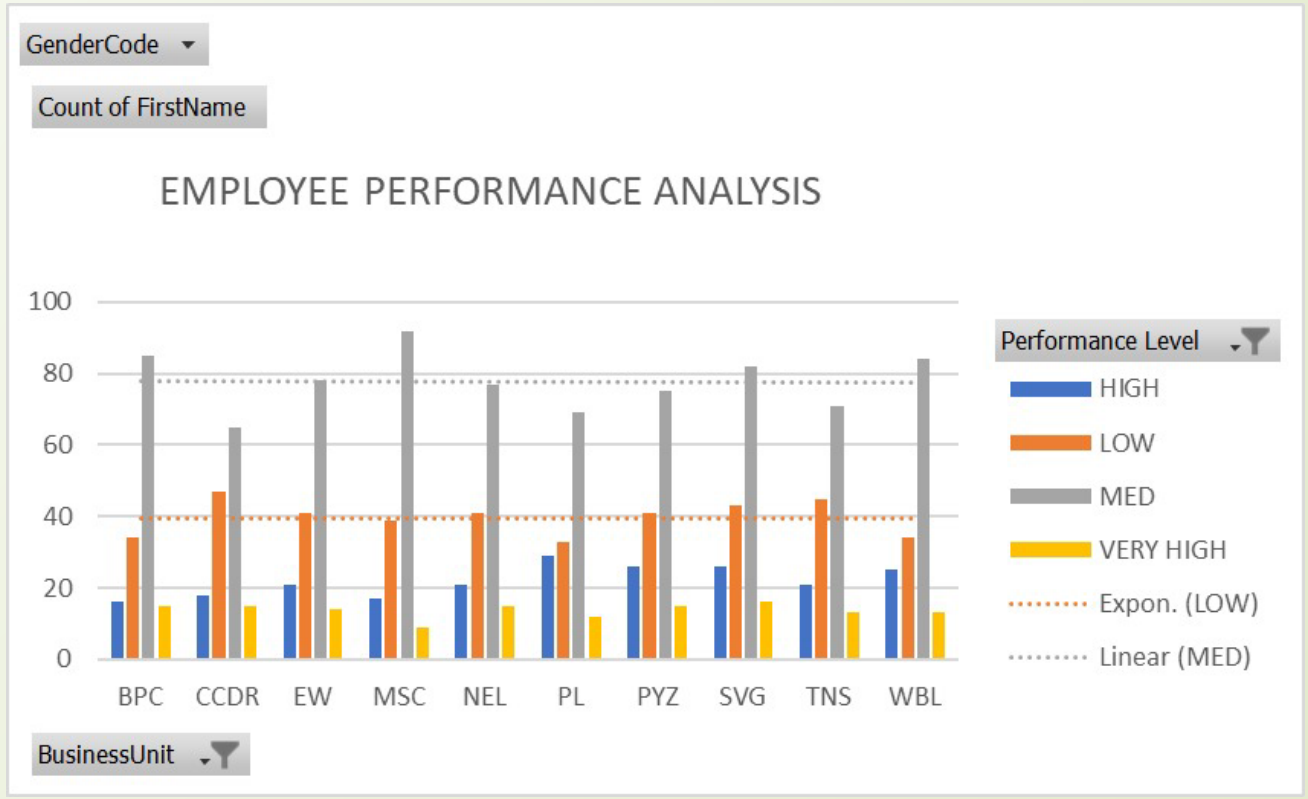
1). Very high

2). High

3). Medium

4).Low

RESULT


GenderCode
Count of FirstName
EMPLOYEE PERFORMANCE ANALYSIS
100
80
60
40
20
0
BPC
CCDR
EW
MSC
NEL
PL
PYZ
SVG
TNS
WBL
Performance Level
HIGH
LOW
MED
VERY HIGH
Expon. (LOW)
Linear (MED)
BusinessUnit

CONCLUSION

In summary, a comprehensive conclusion for a data analysis in a research study involves a strategic synthesis of key finding of the performance level of an each employee specifically and their implications, contribution to the organisation as a brief

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