

Employee Data Analysis using Excel



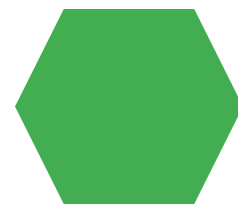
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PROJECT TITLE

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**Employee Performance Based On
Job Level and Life balance
Analysis.**

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

The Employee performance may decline as job levels increase due to higher stress and poor work-life balance. Lower levels often have better balance and higher performance. Understanding the impact of job level on work-life balance is key to improving performance. Strategies should focus on enhancing productivity while maintaining employee well-being.



PROJECT OVERVIEW

This project aims to analyse the relationship between employee performance, job level, and work-life balance. It explores how higher job levels, often associated with greater responsibilities, may impact work-life balance and, in turn, affect performance.



WHO ARE THE END USERS?

- HUMAN RESOURCE
DEPARTMENTS
- MANAGEMENT AND LEADERSHIP
- TEAM LEADERS AND
SUPERVISORS
- EMPLOYEES
- EXECUTIVE LEADERSHIP
- BUSINESS ANALYSTS
- DECISION MAKERS

OUR SOLUTION AND ITS VALUE PROPOSITION



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FILTERING- REMOVE
VALUES

PIVOT TABLE - SUMMARY
OF EMPLOYEE
PERFORMANCE

FLOW CHART - FINAL
REPORT
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Dataset Description

- **EMPLOYEE DATA SET- NAN MUDHALVAN PORTAL**
- **9 FEATURES IN EXCEL: EMPLOYEE ID- ALPHANUMERIC(TEXT) AGE- NUMERICAL(TEXT) GENDER- ALPHABETICAL(TEXT) JOB ROLE - ALPHABETICAL(TEXT) MONTHLY INCOME - NUMERICAL JOB SATISFACTION-ALPHABETICAL(TEXT) EDUCATION LEVEL-ALPHABETICAL(TEXT) MARITAL TYPE- ALPHABETICAL(TEXT) OPPORTUNITIES- ALPHABETICAL(TEXT)**
- **3 FEATURES USED:**
 - DEPARTMENT - ALPHABETICAL(TEXT)**
 - EMPLOYEE TYPE- ALPHABETICAL(TEXT)**

THE "WOW" IN OUR SOLUTION

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Tailored solutions for each job level to enhance performance while maintaining a healthy work-life balance. Offering flexibility in work schedules to reduce stress and improve productivity across all levels.

Using advanced analytics to provide actionable insights for sustainable performance and employee well-being.



MODELLING

- **STEP -1**
DOWNLOAD THE EMPLOYEE DATASET AND OPEN THE EMPLOYEE DATASET IN EXCEL.
- **STEP -2**
SELECT THE ENTIRE DATA AND CLICK ON DATA AND CLICK ON FILTER OPTION.
- **STEP -3**
FILTER FTP FROM A TO Z ORDER.
- **STEP -4**
SELECT THE ENTIRE DATA AND CLICK ON INSERT AND CLICK ON PIVOT TABLE TO CREATE PIVOT TABLE.

- **STEP -5**
DRAG THE NEEDED DATA AND CREATE A PIVOT TABLE.
- **STEP -6**
SELECT THE PIVOT TABLE AND CLICK ON INSERT.
- **STEP-7**
NOW CLICK ON THE CHART THAT YOU WANT.
- **STEP -8**
THE CHART IS CREATED.

RESULTS

1. TABLE

Company Tenure	Job Level			
	Entry	Mid	Senior	Grand Total
Excellent	197	262		459
Fair	816	576	439	1831
Good	482	518	489	1489
Poor	183	278		461
Grand Total	1678	1634	928	4240

2. FLOW CHART



conclusion

The analysis reveals a significant relationship between job level, work-life balance, and employee performance.

Higher job levels often lead to increased stress and reduced work-life balance, negatively impacting performance. Conversely, employees who maintain a better work-life balance generally perform better.

Implementing flexible policies and providing resources to manage responsibilities effectively can lead to more sustainable performance outcomes.