

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



IDENTIFY THE KEY FACTORS THAT CONTRIBUTE TO
HIGH EMPLOYEE PERFORMANCE WITHIN OUR
ORGANIZATION



PROJECT OVERVIEW

- THE PROJECT AIMS TO ANALYSE VARIOUS EMPLOYEE ATTRIBUTES AND WORKPLACE FACTORS TO UNDERSTAND THEIR IMPACT ON EMPLOYEE PERFORMANCE. THE FINDINGS WILL INFORM HR POLICIES, TRAINING PROGRAMS, AND MANAGEMENT PRACTICES TO FOSTER A HIGH – PERFORMING WORK FORCE.



WHO ARE THE END USERS?

- HR PROFESSIONALS
- MANAGEMENT
- EMPLOYEE

OUR SOLUTION AND ITS VALUE PROPOSITION



CONDATIONAL FORMATING – MISSING CELL
PIVOT – SUMMARY
FORMULA – PERFORMANCE
GRAPH – DATA VISULIZATION
FLITER – REMOVE MISSING CELL

Dataset Description

EMPLOYEE DATA SET = NAAN MULDHAVAN

26-FEATURE

EMPLOYEE ID

FIRST & LAST NAME

EMPLOYEE TYPE

GENDRE

PERFORMANCE LEVEL

EMPLOYER RATING

THE "WOW" IN OUR SOLUTION



•=IF(Z14>=5,"VERYHIGH",IF(Z14>=4,"HIGH",IF(Z14>=3,"MEDIUM","LOW")))

THE FORMULA USED FOR CALCULATION OF PERFORMANCE LEVEL



MODELLING

DATA COLLECTION

- SOURCE NAAN MULDHAVAN

FEATURE COLLECTION

- NAME ,PERFORMANCE LEVEL ,SALRY,JOB FUNCTION ,DEPARTMENT ,ACTIVE STATUS ETC

DATA CLEANING

- REMOVE MISSING VALUES
- CONVERT CATEGORICALS VARIABLE INTO NUMERICAL FORMAT

PERFORMANCE LEVEL SEGMENTED ON THE BASIS OF

- VERY HIGH
- HIGH
- MEDIUM
- LOW

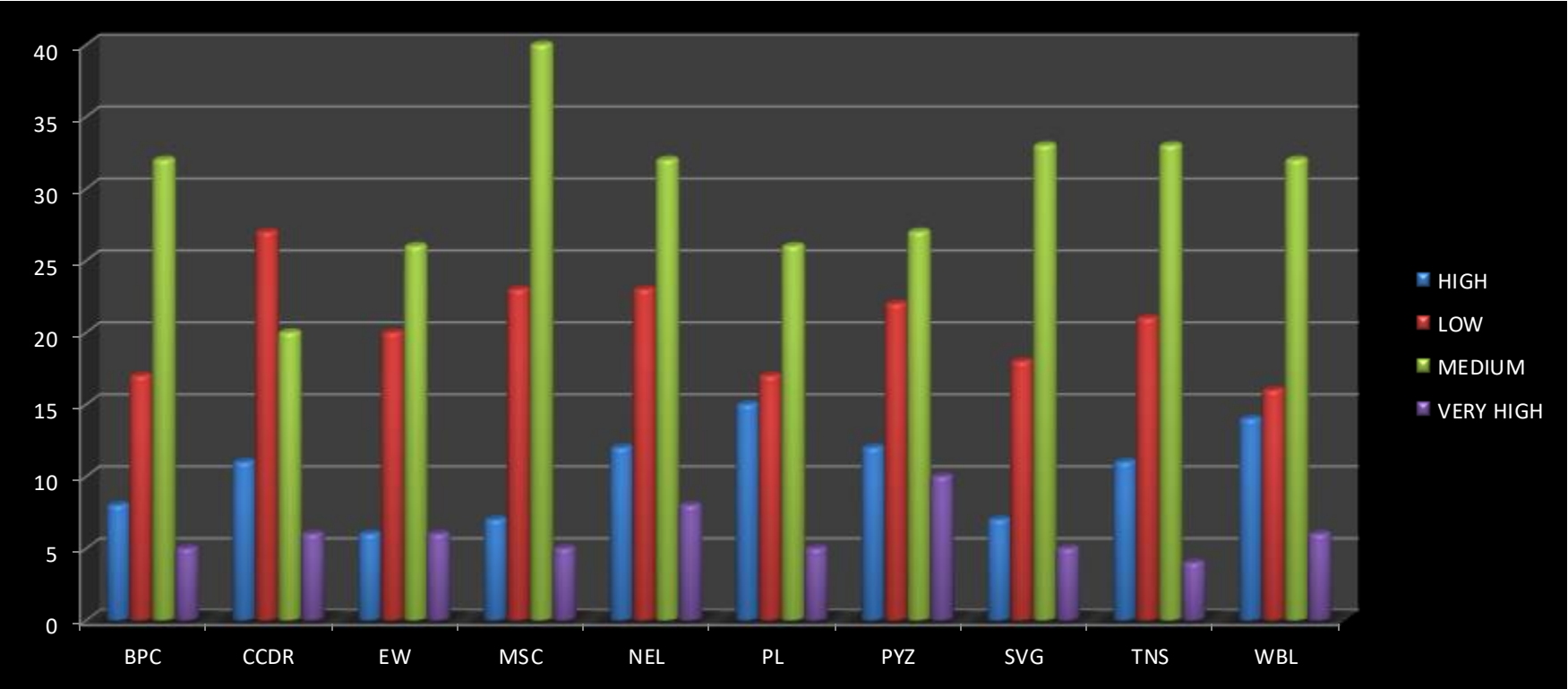
MODELLING

SUMMARY

THIS ANALYSIS USED EXCEL TO ANALYSE EMPLOYEE PERFORMANCE DATA COLLECTED FROM THE MUDHALVAN PORTAL . KEY FEATURE INCULDED ,PERFORMANCE LEVEL WERE CATEGORIZED USING IF FORMULA AND VISULATION IN A PIVOT TABLE . THIS ANALYSIS PROVIDES INSIGHSTS INTO EMPLOYEE PERFORMANCE DISTRIBUTION AND CAN INFORM HR STRATEGIES FOR IMPROVEMENT .

RESULTS

EMPLOYEE PERFORMANCCE ANALYSIS



conclusion

THE RESULTS DEMONSTRATE THAT OUR TRAINING PROGRAMS ARE VALUABLE IN IMPROVING EMPLOYEE SKILL AND PERFORMANCE .