

Employee Data Analysis using Excel

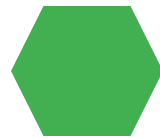


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PROJECT TITLE



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 aims to analyze employee performance data using Excel to identify trends, strengths, weaknesses, and areas for improvement. This analysis can help organizations make informed decisions regarding employee development, compensation, and promotions.



PROJECT OVERVIEW

- This project aims to analyze employee performance using Excel. This could involve collecting data on various performance metrics, such as sales figures, customer satisfaction ratings, or project completion rates, and then using Excel's analytical tools to identify trends and patterns. The goal would be to gain insights into employee performance, identify areas for improvement, and make data-driven decisions about things like promotions, bonuses, and training.



WHO ARE THE END USERS?

- HR professionals:**

- They utilize the data to gain insights into workforce performance, identify areas for improvement, and make informed decisions regarding talent management, compensation, and training.

- Managers:**

- They can use the analysis to assess individual and team performance, track progress towards goals, and provide targeted feedback to their employees.

- Senior leadership:**

- They can leverage the insights to evaluate overall organizational performance, identify trends, and make strategic decisions.

OUR SOLUTION AND ITS VALUE PROPOSITION



- Data-Driven Insights:**



- Leverage the power of Excel to transform raw employee performance data into actionable insights.

- Efficient Tracking & Analysis:**

- Easily track and analyze key performance indicators (KPIs), such as productivity, sales, and customer satisfaction.

- Informed Decision-Making:**

- Make data-informed decisions regarding promotions, bonuses, and training needs.

- Increased Productivity & Profitability:**

- Identify areas for improvement, optimize workforce performance, and ultimately boost productivity and profitability.

- Cost-Effective:**

- Utilize a widely accessible and familiar tool like Excel, eliminating the need for expensive specialized software.



Dataset Description

Potential Uses of the Dataset:

- **Performance Evaluation:** Identify top performers, areas for improvement, and factors influencing performance.
- **Compensation Analysis:** Determine fair and competitive compensation based on performance and market trends.
- **Talent Management:** Identify high-potential employees for development and promotion.
- **Workforce Planning:** Forecast staffing needs and optimize resource allocation.
- **Employee Engagement:** Identify factors contributing to employee satisfaction and retention.

THE "WOW" IN OUR SOLUTION



The formula for the IF function is:
=IF(logical_test, value_if_true, value_if_false)



MODELLING

- Data-driven insights:**

- The project could provide valuable insights into employee performance, helping to identify areas for improvement and optimize workforce management.

- Visualizations:**

- Excel allows for the creation of visually appealing charts and graphs, which can help to communicate findings effectively.

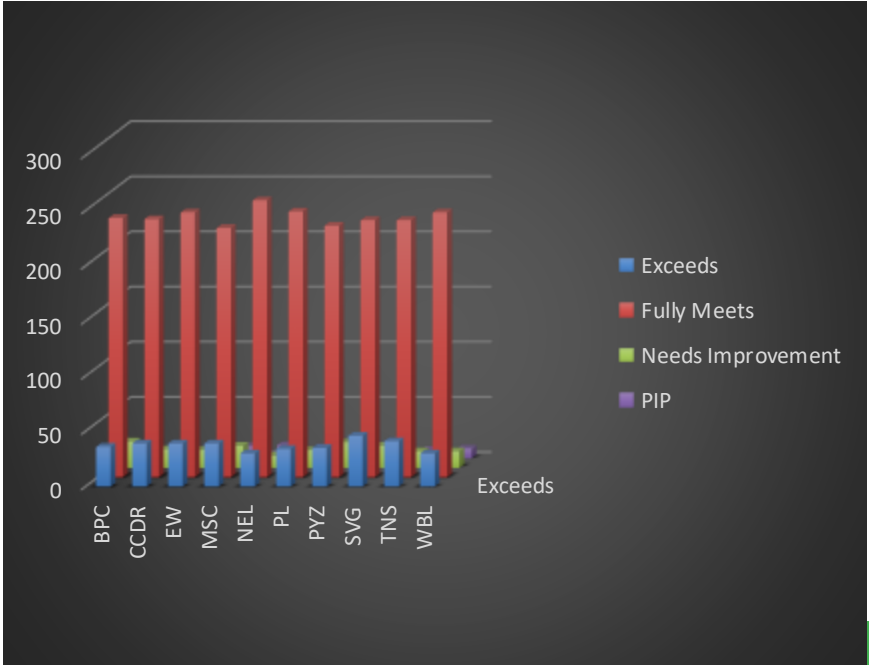
- Actionable recommendations:**

- The analysis could lead to actionable recommendations for improving employee performance and overall organizational success.

Performance Evaluation: Identify top performers, areas for improvement, and factors influencing performance.

RESULTS

Count of FirstName	Column Labels					
Row Labels	Exceeds	Fully Meets	Needs Improvement	PIP	Total	Grand
BPC	36	235	24	8		303
CCDR	39	234	17	10		300
EW	39	240	16	7		302
MSC	39	226	20	11		296
NEL	30	251	11	12		304
PL	34	241	16	10		301
PYZ	35	228	23	13		299
SVG	46	233	20	5		304
TNS	41	233	15	8		297
WBL	30	240	15	9		294
Grand Total	369	2361	177	93		3000



conclusion

Employee performance analysis is a process that helps identify areas for improvement, set goals, and provide feedback. It's important to evaluate employee performance regularly to ensure that employees are meeting expectations

- 1.Import data into Excel
- 2.Set up the workbook
- 3.Add raw data to a table
- 4.Perform data analysis
- 5.Choose visuals
- 6.Create the dashboard
- 7.Customize the dashboard