

# Employee Data Analysis

## using Excel

STUDENT NAME: **S.ANNAPOORANI**

REGISTER NO: **312216365**(asunm1621312216365)

COLLEGE: **SHRI SHANKARLAL SUNDARBAI SHASUN JAIN COLLEGE  
FOR WOMEN**

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

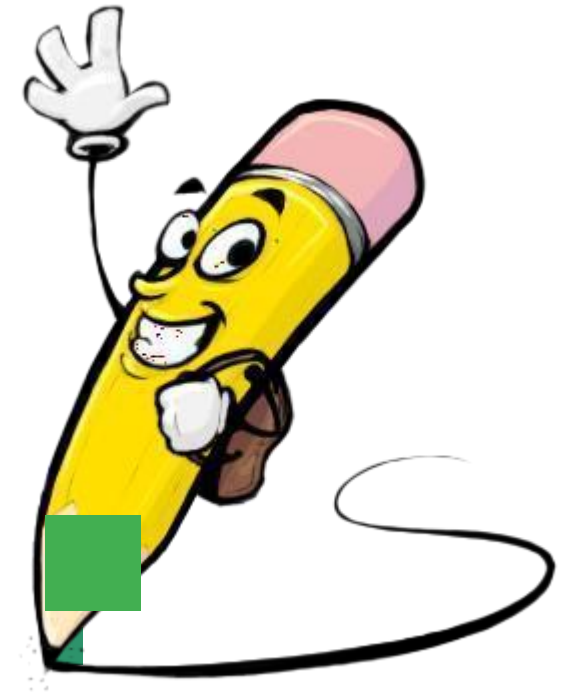
To develop and implement a comprehensive Employee Data Management System that enhances the efficiency, accuracy, and accessibility of employee-related information within the organization. This system aims to centralize employee data, streamline HR processes, and support informed decision-making through advanced data analytics

This analysis has been taken to identify the actual performance of the employee To allot the salary for the employee this analysis has been taken



# PROJECT OVERVIEW

- Employee performance analysis is the process of evaluating and measuring the effectiveness, productivity, and overall contribution of employees within an organization. This analysis involves assessing various aspects of performance to understand how well employees meet their job responsibilities and contribute to the



organization's goals. The objective is to gain insights that can inform management decisions, improve employee development, and enhance organizational performance.



# WHO ARE THE END USERS?

- ☐ Human Resources (HR) Department
- ☐ Department Managers and Supervisors
- ☐ Executive Management
- ☐ Employees
- ☐ Training and Development Teams
- ☐ Data Analysts and Business Intelligence Teams
- ☐ Organizational Development Professionals
- ☐ External Consultants and Advisors
- ☐ Investors and Shareholders



OUR SOLUTION AND ITS VALUE





# PROPOSITION



- 1) **Conditional formatting –missing**
- 2) **Filter-remove**
- 3) **Formula-performance**
- 4) **Pivot-summary**
- 5) **Graph-data visualization**



# Dataset Description

Employee - kaggle

- ☐ Employee id-number
- ☐ Name-text
- ☐ Employee type
- ☐ Performance level
- ☐ Gender- male ,female
- ☐ Employee rating-number



# THE "WOW" IN OUR SOLUTION



Performance

level=IFS(z8>=5;"veryhigh")



$Z_8 \geq 4$ ; "high" " $Z_8 \geq 3$ ," "med". True. "Low"



# MODELLING

i. DATA COLLECTION ii.  
DATA CLEANING iii.



## PERFORMANCE LEVEL iv. PIVOT TABLE SUMMARY



**Define Objectives:** Identify the specific data required, such as employee demographics, performance metrics, and compensation details **Remove**

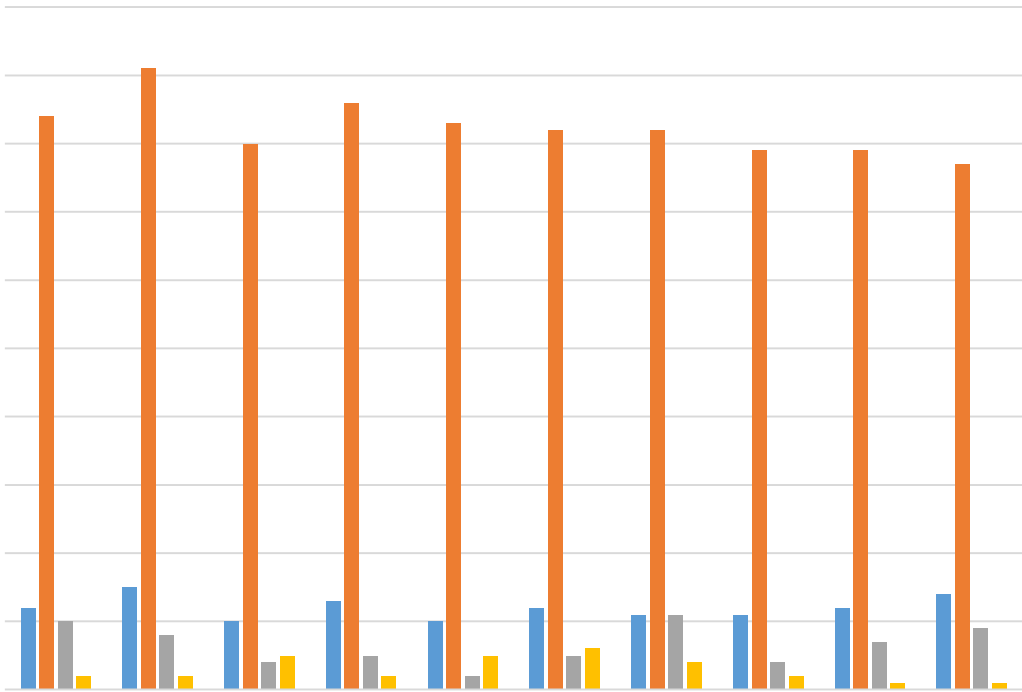
**Duplicates:** Identify and eliminate duplicate records to avoid redundancy and inaccuracies

**Analyze Results:** Calculate and interpret performance scores to identify trends and areas of improvement

**Insert PivotTable:** Select the data range and create a PivotTable to summarize and analyze the dataset efficiently

# RESULTS





# conclusion

## 1. Insightful Findings:

- **Performance Trends:** Analysis of the employee data set reveals key trends in employee performance, highlighting top performers and areas needing improvement. For instance, trends might show that departments with frequent training sessions have higher performance scores.

- **Demographic Patterns:** The data may uncover demographic patterns such as the impact of tenure or education level on job performance and satisfaction.