

EMPLOYEE PERFORMANCE ANALYSIS USING EXCEL

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AGENDA

- Problem Statement
- Project
- Overview End
- User Solution and Proposition description
- Modelling Approach
- Results and Discussion
- Conclusion

PROBLEM STATEMENT

- Easy Data Management
 - Data Organisation
 - Automation
- Ease of use
- Versatility
- Collaboration

WHO ARE THE END USERS

- Employees
- Organization • Firm
- Business •Man Ager/
Supervisor •Human
Resources •
Customers

OUR SOLUTION AND PROPOSITION

- Filtering-Remove missing Values Conditional formatting –
Blank Table –Summary of
- Performance
- Formulas –If
Condition •Graphs –
Final Report

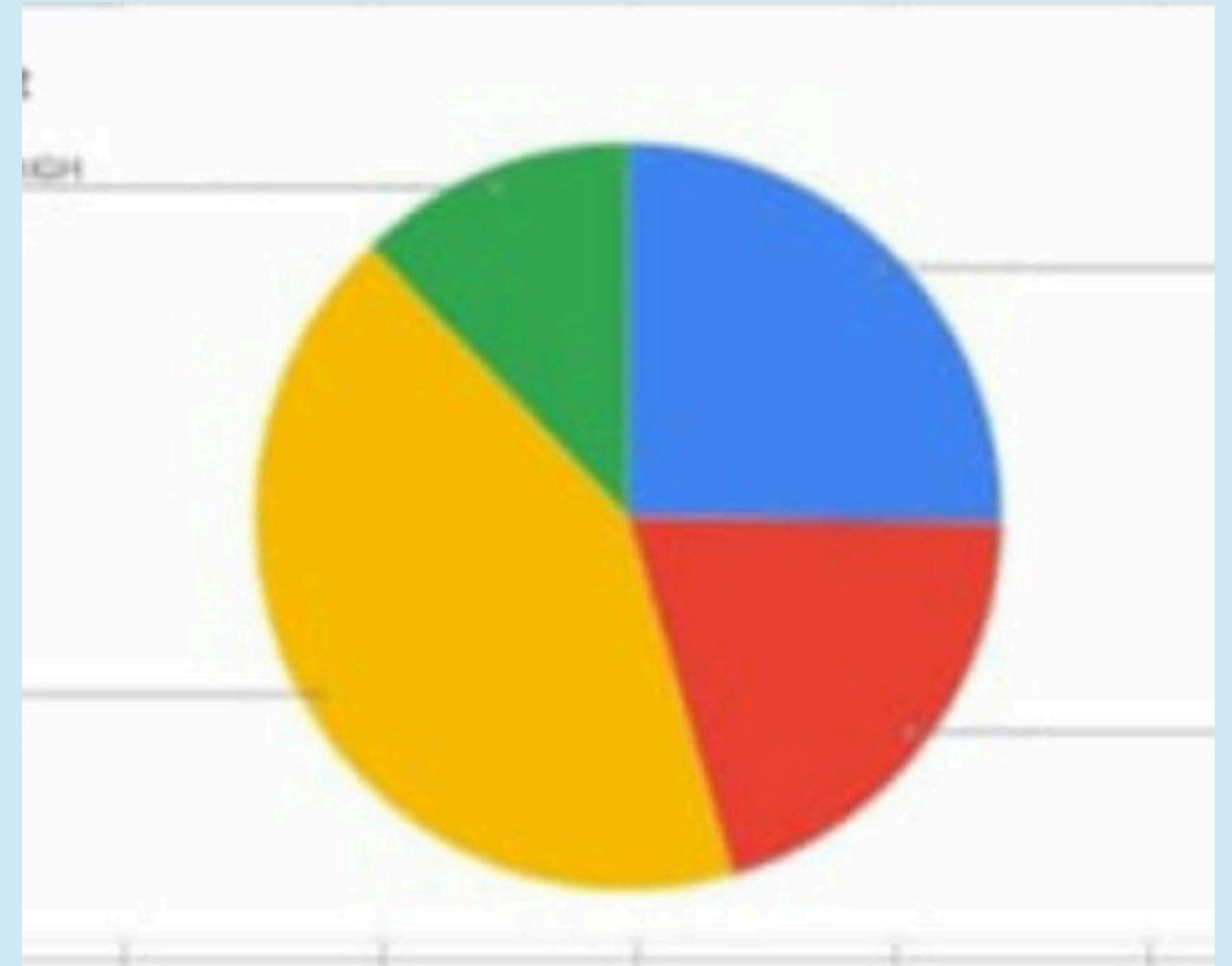
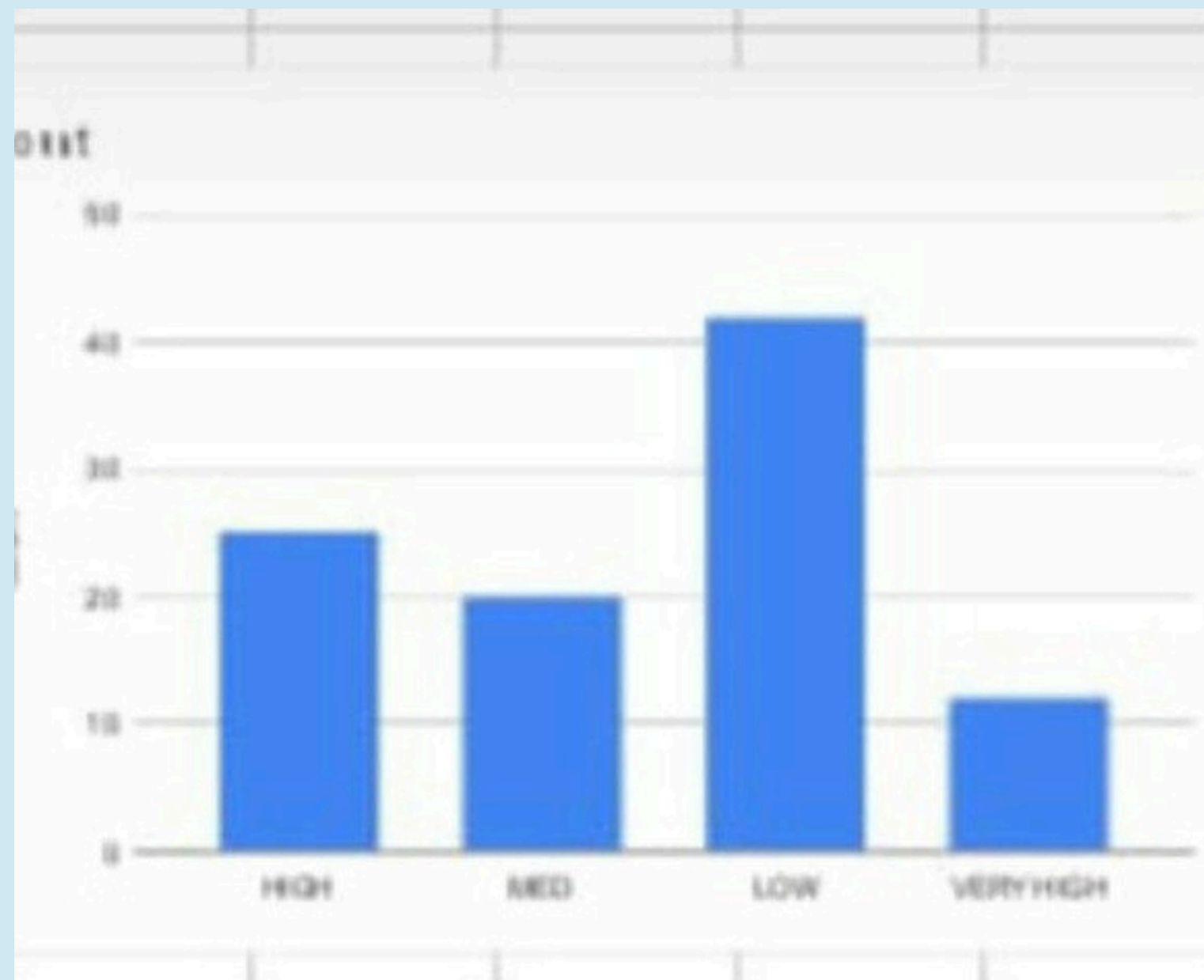
DATASET DESCRIPTION

1	3430	Anthony	Woodward	CCDR	Active	Continued	Full Time	Active	Fully Meets	2.0000	
2	3431	Anthony	Woodward	CCDR	Active	Continued	Temporary	Active	Fully Meets	2.0000	
3	3432	Martha	Fusell	BPC	Active	Continued	Full Time	Active	Fully Meets	3.0000	
4	3433	Luthe	Condie	WML	Active	Full Time	Temporary	Active	Exceeds	4.0000	
5	3434	Shabazz	Terry	CCDR	Active	Continued	Full Time	Active	Fully Meets	2.0000	
6	3435	John	McKinnon	WML	Active	Continued	Full Time	Active	Exceeds	3.0000	
7	3436	Joseph	Quinn	WML	Active	Full Time	Temporary	Active	Exceeds	5.0000	HS04
8	3437	Myron	Quinn	WVO	Active	Continued	Temporary	Active	Fully Meets	5.0000	HS04
9	3438	Gregory	Myerson	WML	Active	Full Time	Temporary	Active	Fully Meets	3.0000	
10	3439	Bartholomew	Khanomah	EW	Active	Full Time	Temporary	Active	Fully Meets	3.0000	
11	3440	Anna	Polite	CCDR	Active	Full Time	Full Time	Active	Fully Meets	3.0000	
12	3441	John	Anthony	BPC	Active	Full Time	Full Time	Active	Exceeds	3.0000	
13	3442	Kaylin	Moran	FW-2	Active	Full Time	Full Time	Active	Exceeds	2.0000	
14	3443	Kristen	Tate	WML	Active	Full Time	Full Time	Active	Fully Meets	3.0000	
15	3444	Kristy	Wiegman	WML	Active	Continued	Full Time	Active	Fully Meets	3.0000	
16	3445	Paul	Paul	WML	Active	Continued	Full Time	Active	Exceeds	4.0000	
17	3446	Michael	Wiegman	BPC	Active	Full Time	Full Time	Active	Exceeds	1.0000	
18	3447	Marlene	Stuchlik	CCDR	Active	Full Time	Full Time	Active	Fully Meets	3.0000	
19	3448	Angela	Medina	WVO	Active	Full Time	Temporary	Active	Fully Meets	3.0000	
20	3449	David	Prosser	WVO	Active	Full Time	Temporary	Active	Fully Meets	5.0000	HS04
21	3450	Michael	Wiegman	WML	Active	Continued	Temporary	Active	Exceeds	2.0000	
22	3451	Charles	Wiegman	FW-2	Active	Continued	Full Time	Active	Exceeds	3.0000	
23	3452	Joseph	Blackburn	FW-2	Active	Full Time	Full Time	Active	Fully Meets	2.0000	
24	3453	William	Carter	WML	Active	Continued	Full Time	Active	Fully Meets	4.0000	
25	3454	Leah	Reed	FW-2	Active	Full Time	Full Time	Active	Needs Improvement	4.0000	
26	3455	Charles	Wiegman	WML	Active	Full Time	Temporary	Active	Exceeds	3.0000	
27	3456	Paul	Wiegman	WML	Active	Full Time	Temporary	Active	Fully Meets	3.0000	
28	3457	Michael	Wiegman	PL	Active	Full Time	Temporary	Active	Needs Improvement	3.0000	
29	3458	Corey	Robinson	BPC	Active	Continued	Full Time	Active	Needs Improvement	3.0000	
30	3459	Sandra	Yu	CCDR	Active	Full Time	Full Time	Active	Exceeds	1.0000	
31	3460	Michael	Wiegman	BPC	Active	Full Time	Full Time	Active	Fully Meets	3.0000	
32	3461	Lincoln	Condon	EW	Active	Full Time	Full Time	Active	Needs Improvement	1.0000	
33	3462	Adam	Moran	WML	Active	Continued	Full Time	Active	Needs Improvement	3.0000	
34	3463	Raymond	Douglas	FW-2	Active	Full Time	Temporary	Active	Fully Meets	1.0000	
35	3464	James	Duffy	FW-2	Active	Continued	Full Time	Active	Needs Improvement	5.0000	HS04
36	3465	William	Wiegman	WML	Active	Full Time	Full Time	Active	Exceeds	3.0000	
37	3466	Stephen	Wiegman	FW-2	Active	Full Time	Full Time	Active	Exceeds	4.0000	
38	3467	Colin	Curtis	WML	Active	Continued	Full Time	Active	Exceeds	1.0000	
39	3468	Valerie	Reilly	WML	Active	Continued	Temporary	Active	Fully Meets	4.0000	
40	3469	Raymond	Wiegman	PL	Active	Full Time	Full Time	Active	Needs Improvement	3.0000	
41	3470	Michael	Wiegman	BPC	Active	Full Time	Full Time	Active	Needs Improvement	3.0000	
42	3471	Jonathan	Anderson	CCDR	Active	Full Time	Temporary	Active	Fully Meets	4.0000	
43	3472	Michael	Duffy	WVO	Active	Continued	Full Time	Active	Exceeds	4.0000	
44	3473	Charles	Moran	EW	Active	Full Time	Temporary	Active	Exceeds	2.0000	
45	3474	Andy	Paulsen	WML	Active	Full Time	Temporary	Active	Fully Meets	1.0000	
46	3475	Thomas	Wiegman	W	Active	Full Time	Temporary	Active	Fully Meets	1.0000	
47	3476	Charles	Wiegman	FW-2	Active	Full Time	Temporary	Active	Needs Improvement	2.0000	
48	3477	Sammy	Horne	FW-2	Active	Full Time	Full Time	Active	Needs Improvement	2.0000	
49	3478	Thomas	Chambers	WML	Active	Full Time	Temporary	Active	Fully Meets	2.0000	
50	3479	John	Wiegman	WML	Active	Continued	Full Time	Active	Fully Meets	2.0000	
51	3480	Anthony	Wiegman	BPC	Active	Full Time	Temporary	Active	Fully Meets	1.0000	
52	3481	David	Wiegman	BPC	Active	Full Time	Full Time	Active	Fully Meets	3.0000	
53	3482	Michael	Baker	CCDR	Active	Full Time	Temporary	Active	Needs Improvement	2.0000	
54	3483	Joseph	Harling	WVO	Active	Full Time	Temporary	Active	Fully Meets	1.0000	
55	3484	Robert	Conradson	EW	Active	Full Time	Full Time	Active	Fully Meets	4.0000	
56	3485	Michael	Wiegman	WML	Active	Continued	Full Time	Active	Exceeds	5.0000	HS04
57	3486	Brandon	McConnell	WML	Active	Full Time	Temporary	Active	Fully Meets	4.0000	
58	3487	Marlene	Wiegman	BPC	Active	Full Time	Full Time	Active	Fully Meets	4.0000	
59	3488	William	Wiegman	CCDR	Active	Continued	Full Time	Active	Fully Meets	2.0000	
60	3489	Gregory	Prosser	EW	Active	Full Time	Temporary	Active	Fully Meets	2.0000	
61	3490	Michael	Wiegman	WML	Active	Full Time	Full Time	Active	Fully Meets	1.0000	
62	3491	Jonathan	Blackburn	WML	Active	Continued	Full Time	Active	Fully Meets	5.0000	HS04
63	3492	Michael	Moran	PL	Active	Full Time	Full Time	Active	Fully Meets	1.0000	
64	3493	Phyllis	Wiegman	FW-2	Active	Full Time	Full Time	Active	Fully Meets	5.0000	HS04
65	3494	Robert	Wiegman	WVO	Active	Continued	Full Time	Active	Fully Meets	4.0000	
66	3495	John	Wiegman	WML	Active	Full Time	Temporary	Active	Fully Meets	1.0000	
67	3496	Adam	Wiegman	WML	Active	Continued	Full Time	Active	Fully Meets	5.0000	HS04
68	3497	William	Wiegman	FW-2	Active	Full Time	Temporary	Active	Fully Meets	1.0000	
69	3498	John	Wiegman	FW-2	Active	Full Time	Full Time	Active	Fully Meets	2.0000	
70	3499	Michael	Wiegman	WML	Active	Full Time	Temporary	Active	Fully Meets	5.0000	HS04
71	3500	Michael	Wiegman	WML	Active	Full Time	Temporary	Active	Fully Meets	1.0000	
72	3501	Michael	Wiegman	WML	Active	Full Time	Temporary	Active	Fully Meets	5.0000	HS04
73	3502	Michael	Wiegman	BPC	Active	Full Time	Temporary	Active	Fully Meets	1.0000	
74	3503	Michael	Wiegman	CCDR	Active	Full Time	Temporary	Active	Fully Meets	4.0000	
75	3504	Michael	Wiegman	WVO	Active	Full Time	Full Time	Active	Fully Meets	2.0000	
76	3505	Michael	Wiegman	WML	Active	Continued	Full Time	Active	Fully Meets	1.0000	
77	3506	John	Wiegman	WML	Active	Full Time	Temporary	Active	Fully Meets	2.0000	
78	3507	John	Wiegman	WML	Active	Full Time	Full Time	Active	Fully Meets	4.0000	
79	3508	Michael	Wiegman	CCDR	Active	Full Time	Full Time	Active	Fully Meets	5.0000	HS04
80	3509	Michael	Wiegman	BPC	Active	Full Time	Full Time	Active	Fully Meets	1.0000	
81	3510	Michael	Wiegman	FW-2	Active	Full Time	Full Time	Active	Fully Meets	2.0000	
82	3511	Michael	Wiegman	WML	Active	Full Time	Full Time	Active	Fully Meets	4.0000	
83	3512	Michael	Wiegman	WML	Active	Full Time	Temporary	Active	Fully Meets	2.0000	
84	3513	Michael	Wiegman	WML	Active	Full Time	Temporary	Active	Fully Meets	5.0000	HS04
85	3514	Michael	Wiegman	BPC	Active	Full Time	Full Time	Active	Fully Meets	1.0000	
86	3515	Michael	Wiegman	CCDR	Active	Full Time	Full Time	Active	Fully Meets	4.0000	
87	3516	Michael	Wiegman	WVO	Active	Full Time	Full Time	Active	Fully Meets	5.0000	HS04
88	3517	Michael	Wiegman	WML	Active	Full Time	Full Time	Active	Fully Meets	4.0000	
89	3518	Michael	Wiegman	WML	Active	Full Time	Full Time	Active	Fully Meets	2.0000	
90	3519	Michael	Wiegman	WML	Active	Full Time	Temporary	Active	Fully Meets	1.0000	
91	3520	Michael	Wiegman	WML	Active	Full Time	Temporary	Active	Fully Meets	1.0000	
92	3521	Michael	Wiegman	WML	Active	Full Time	Full Time	Active	Fully Meets	4.0000	
93	3522	Michael	Wiegman	BPC	Active	Full Time	Full Time	Active	Fully Meets	1.0000	
94	3523	Michael	Wiegman	CCDR	Active	Full Time	Temporary	Active	Fully Meets	2.0000	
95	3524	Michael	Wiegman	WML	Active	Full Time	Temporary	Active	Fully Meets	2.0000	

MODELLING APPROACH

- Dataset kaggle, Employee
- Feature Selection Data cleaning –Missing Values,
Irrelevant Things removed
- Formula –Performance (Low, Medium,
High)Table –Summary Business, Gender, Employee,
Employee Id, Performance

RESULTS



CONCLUSION

- In this Presentation
- Boosted Employee Engagement and Productivity
- Optimize Talent Development and Retention
- Achieve a Competitive Edge in the market

THANK YOU