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

constructive feedback provided during performance evaluations aids employees in understanding their areas of improvement, which can enhance job satisfaction and engagement.

Clearly defined goals established through performance evaluations provide employees with a sense of purpose and direction in their roles.

Performance evaluations create a sense of ownership among employees for their tasks and responsibilities, fostering a more responsible and reliable workforce. Accountability encourages employees to take initiative, be proactive, and demonstrate greater commitment to their roles.

PROJECT OVERVIEW

•An employee performance analysis also known as a performance review is a process used by organization to give employees feedback on their job performance and formally document that performance. Although companies determine their own evaluation cycles most conduct employee performance evaluation once per year . In order to identify the trends and patterns of different category like gender , performance .

WHO ARE THE END USERS?

Employees
Manager
PEER
Subordinates
clients

OUR SOLUTION AND ITS VALUE PROPOSITION

Conditional formatting- missing
Filter -remove
Formula-performance
Pivot –summary
Graph – data visualize

Dataset Description

Employee- Kaggle
26- features
9-features
Emp id –num
Name –text
Emp type
Performance level
Gender-male –female
Employee rating – num

THE "WOW" IN OUR SOLUTION

- Performance level= IFS(Z8>=5,”VERY HIGH”,Z8>=4,”HIGH”,Z8>=3,”MED”,TRUE,”LOW”)

MODELLING

DATA COLLECTION

1. Data gathered from Kaggle
2. Data collected from edunet website

FEATURES COLLECTION

1 features identified each and every steps

DATA CLEARNING

1. Identify the missing values
2. filter out the missing values

PERFORMANCE LEVEL

1. Calculated performance level in “Z” coloumn
2. Performance level= IFS(Z8>=5,”VERY HIGH”,Z8>=4,”HIGH”,Z8>=3,”MED”,TRUE,”LOW”)

SUMMARY

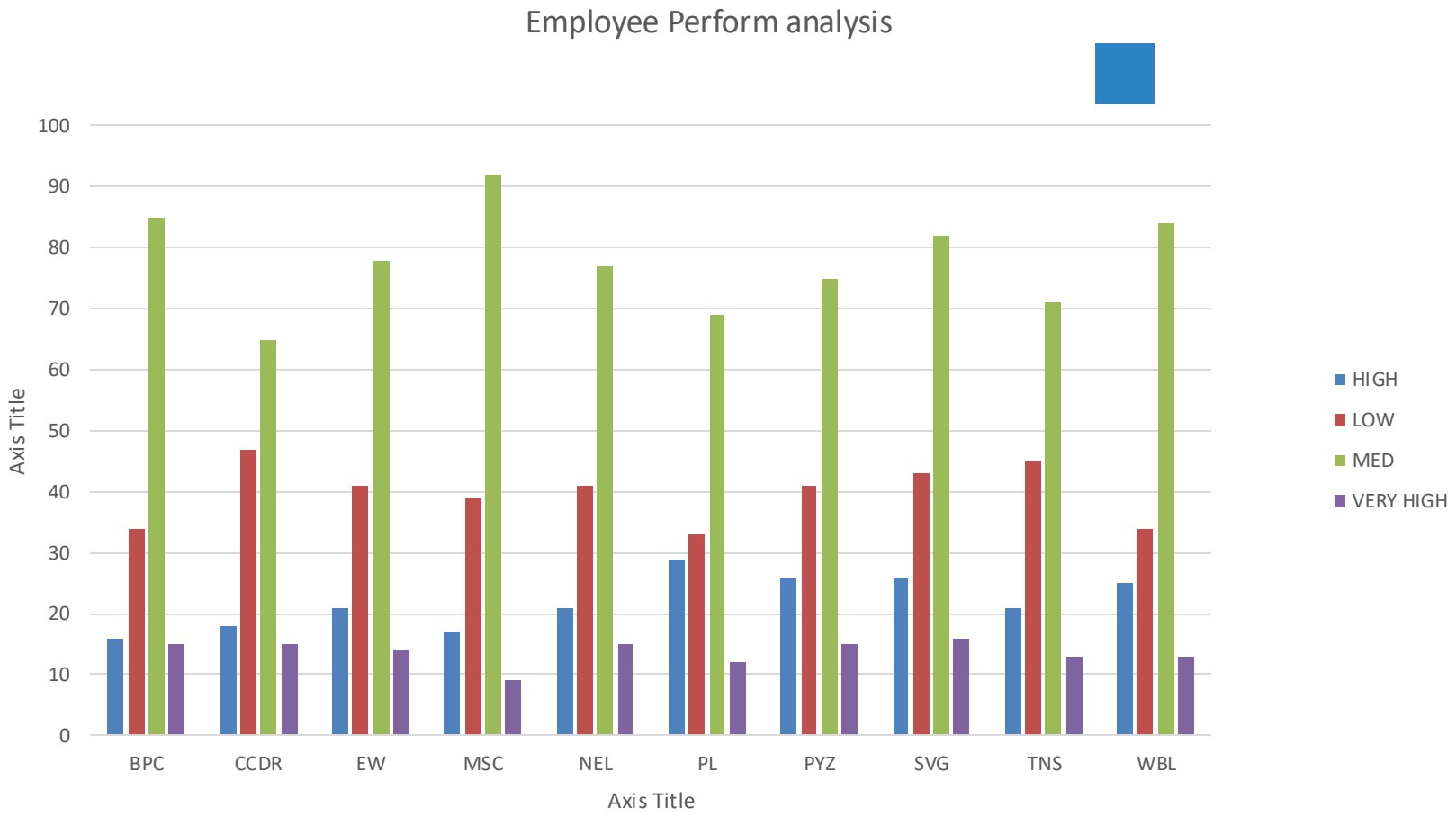
1.Pivot table created using the excel sheet
2. And analysis the data using the pivot table

MODELLING

VISUALIZATION

1. We got the visualization using the graph tablet coloumn
2. and we analysis the data using the graph linear and exploring lines.

RESULTS


Employee Perform analysis
100
90
80
70
60
50
40
30
20
10
0
Axis Title
BPC
CCDR
EW
MSC
NEL
PL
PYZ
SVG
TNS
WBL
Axis Title
HIGH
LOW
MED
VERY HIGH

conclusion

So while comparing the performance of the employees the number of Employees are higher in number in which average performance of the Employees in the organisation.

So we should motivate more employees to Work more because high and very high employees are lower in the anaylsis.

We need to motivate the employees by giving their some interesting task Based on their skills and interest. We need to identify the strength of the Employees and motivate through their strength.