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

- Inaccurate or biased evaluations
- Lack of transparency and consistency
- Inefficient use of manager's time
- Limited employee growth and development opportunities
- High employee turnover rates

PROJECTOVERVIEW

- Design and implement a fair, transparent, and data-driven employee performance appraisal system that:
- Streamlines the evaluation process
- Enhances accuracy and consistency
- Supports employee growth and development
- Aligns with business objectives
- Improves overall employee experience

WHO ARE THE END USERS?

- Managers/Supervisors
- HR Business Partners
- Department Heads/Leaders
- Learning and Development Teams

OUR SOLUTION AND ITS VALUE PROPOSITION

- Streamlines the evaluation process: Automates paperwork, reduces administrative burdens, and saves time for managers and employees.
- Enhances accuracy and consistency: Uses data analytics and objective criteria to minimize biases and ensure equitable evaluations.
- Supports employee growth and development: Provides personalized feedback, skill assessments, and tailored development plans to foster growth and career advancement.

Dataset Description

- Employee data set taken from edunet dash board
- In dataset, out of 26 dats I took only 9 features out of it.

- The selected 10 features are listed below:
1. Employee ID
2. First name
3. Last name
4. Business unit
5. Employee type
6. Employee Status
7. Employee classification type
8. Gender code
9. Performance Score
10. Current employee rating

THE "WOW" IN OUR SOLUTION

FORMULA FOR PERFOMANCE LEVEL CALCULATION

=IFS(Z8>=5,"VERY HIGH",Z8>=4,"HIGH",Z8>=3,"MED",TRUE,"LOW")

MODELLING

1) DATA COLLECTION
The data has been collected through Edunut dash board.

2) FEATURE COLLECTION
The listed 10 features were taken for the analyses of data

3) DATA CLEANING
Identifying the missing values
Filtering of those missing values.

4) CALCULATION OF PERFORMANCE LEVEL
By considering the Current employee rating, I found the performance level using the formula.
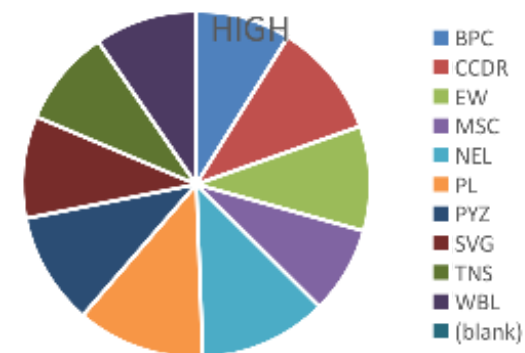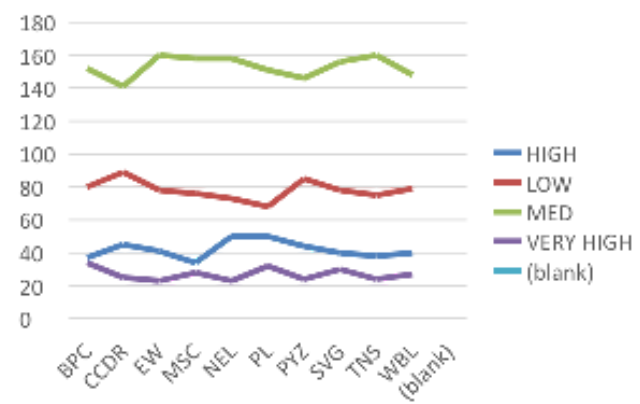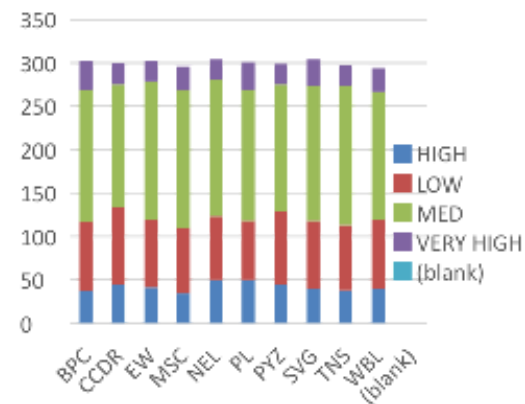
5)SUMMARY OF PIVOT LEVEL
Segregating od certain features to rows, colums, heading and so on.

6) VISUALIZATION:
Once completed with pivot table, created the graph for precise visualization.

RESULTS

conclusion

In conclusion, employee performance appraisals are a crucial aspect of talent management in any organization. By leveraging technology, data analytics, and fair evaluation methods, businesses can:

- Enhance employee engagement and motivation
- Improve performance and productivity
- Develop and retain top talent
- Foster a culture of continuous feedback and growth
- Drive business success through aligned objectives