Employee Data Analysis using Excel





STUDENT NAME: Abishek.S

REGISTER NO: 312219371& asunm1711312219371

DEPARTMENT: B.com (BANK MANAGEMENT)

COLLEGE: S.A.COLLEGE OF ARTS AND SCIENCE

PROJECT TITLE



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

- •Current Situation: The company seeks to implement a fair and motivational bonus structure for its employees.
- •Challenge: Ensure that bonus distribution aligns with the company's equity principles and rewards outstanding performance.



PROJECT OVERVIEW

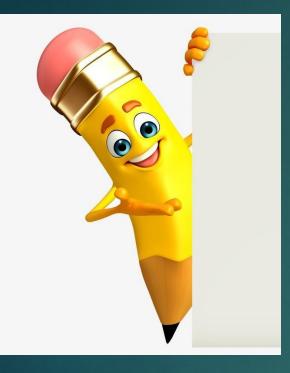
- •Objective: Establish a structured bonus system that acknowledges and rewards the efforts of male and female staff members.
- •Scope: This project involves defining and communicating the bonus amounts and ensuring the process is transparent and equitable.



WHO ARE THE END USERS?

- •Target Audience: Male and female staff members across all departments.
- •Impact: Employees will understand the bonus distribution criteria and feel valued for their contributions.

OUR SOLUTION AND ITS VALUE PROPOSITION



•Rationale: This structure aims to recognize and incentivize performance while also addressing potential gender-related compensation disparities.

•Proposed Bonus Structure:

JOB RATE	BONUS
5	5000
4	4000
3	3000
2	2000
1	1000

Dataset Description

- ☐ Employee Data Set = Edunet Dashboard
- 9 Feature they are provided.
- ☐ 5 features are taken to data analysis
- ☐ They are:
- 1. Emp Id = Value & Number
- 2. Name = Text
- 3. Employee Rating = numerical value
- 4. Bonus =

JOB RATE	BONUS
5	5000
4	4000
3	3000
2	2000
1	1000

THE "WOW" IN OUR SOLUTION

•=IF(J2=5,5000,IF(J2=4,4000,IF(J2=3,3000,IF(J2=2,2000,IF(J2=1,1000)))))



MODELLING

COLLECTION OF DATA SET:

- The data was collected from the edunet dash board
- And all the data was alignment and there are 7 features are given
- In these 7 features as that I was selected the 3 features to analysis the employee rating form the employee data base.
 FEATURES COLLECTING:
 - In the data base their was an blank cell are in the data
- To remove the blank cell first used the conditional formatting tool used to highlight the black cell with the filling of color

- After filling with the color of the blank cell.
- With the help of the slicer & filter option removed the blank row and color in the dataset.

DATA HIGHLIGHTING:

- In the given 7 features we have to highlight the feature which we have to analysis the date
- Emn Id, name, employee type, increment amount.

RATING LEVEL CALCULATION:

- The increment amount are calculated by the formula of =IF(J2=5,5000,IF(J2=4,4000,IF(J2=3,3000,IF(J2=2,2000,IF(J2=1,1000))))
- The value of bonus based on job rating

PIVOT TABLE:

- In the pivot table they are used to summarize the data which are provided in the data set.
- The important column are selected in the pivot table are Emn Id, name, employee type, increment amount.
- They are customize in the pivot table option
- Rows= Bonus
- Colunm=Gender
- Filter=name
- Value=count on job rating

GRAPH CHART:

- In the analysis the important thing we have to insert the graph chart.
- The recommended chart we can select the data are shown in the data.

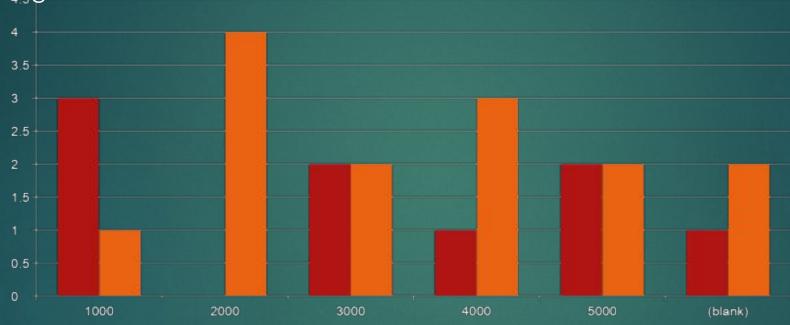
- In the graph chart they are shown the trend line of the data set which we have selected in the table
- In all the data are selected and we have to name the graph chart of the data "bonus amount of employee on salary"
- each and every line and diagram are provided in the chart

SLICER& FILTER:

- in the slicer and filter they are provided the summarizing the data in the short list.
- oxdot In these are provided under the heading are in the greater of the option .
- After selecting the dialogue box the new box will appear and select which data are used to provided under the pivot table.
- The data are provided in the pivot table, graph chart, slicer.

RESULTS

Count of job rating



FINDINGS

Findings: Equity Considerations: The proposed bonuses aim to address gender disparities and enhance overall employee satisfaction.

Impact Assessment: Initial feedback and analysis suggest that the proposed bonus amounts are well-received and align with performance expectations.

conclusion

- •Summary: Implementing a bonus structure based on employees job rating aligns with company goals of fair compensation and performance recognition.

 Communication Plan: Clearly communicate the new bonus structure to all employees.
- •Feedback Mechanism: Establish a process for collecting employee feedback and addressing any concerns.