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

- Understand the relationship between employee performance and salary, department, and job role.
- Determine the impact of training and development programs on employee growth and retention.
- Develop predictive models to identify high-risk employees and proactive strategies to retain them.
- Inform diversity, equity, and inclusion initiatives by analyzing demographic data and identifying areas for improvement.

PROJECT OVERVIEW

EMPLOYEE DATA ANALYSIS:

Analysing the data's of employees by considering the various factors like gender,performance level,ratings and achievements in order to identify the trends and patterns of different categories of employees like high,medium and low.

WHO ARE THE END USERS?

- HUMAN RESOURCES
- EMPLOYEES
- MANAGERS
- FINANCE DEPARTMENT

OUR SOLUTION AND ITS VALUE PROPOSITION

- To calculate the performance level of the data , a formula is used =IFS(Z8>=5,"VERY HIGH",Z8>=4,"HIGH",Z8>=3,"MED",TRUE,"LOW").
- To identify the missing values,conditional formating function is used in the excel.
- Elimination of missing values is done by the filter function.
- Pivot table is created to summarize the employee data performance.
- Graph function is used to visualize the data.

Dataset Description

- The employee data set is collected from the edunet foundation website.
- The excel consist of total 26 features.Out of 26 features 9 features is choosen to analyse the performance level.
- The emloyee id is in the form of numerical values
- It contains the first name and last name in the text format
- The gender contains male and female option.
- The employee rating is in the format of numuerical value.

THE "WOW" IN OUR SOLUTION

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

MODELLING

1.DATA COLLECTION:

a)The employee data set is collected from edunet website in the employee data set

2.FEATURE COLLECTION:

a)Out of 26 features ,9 features are collected and highlighted to evaluate the data.

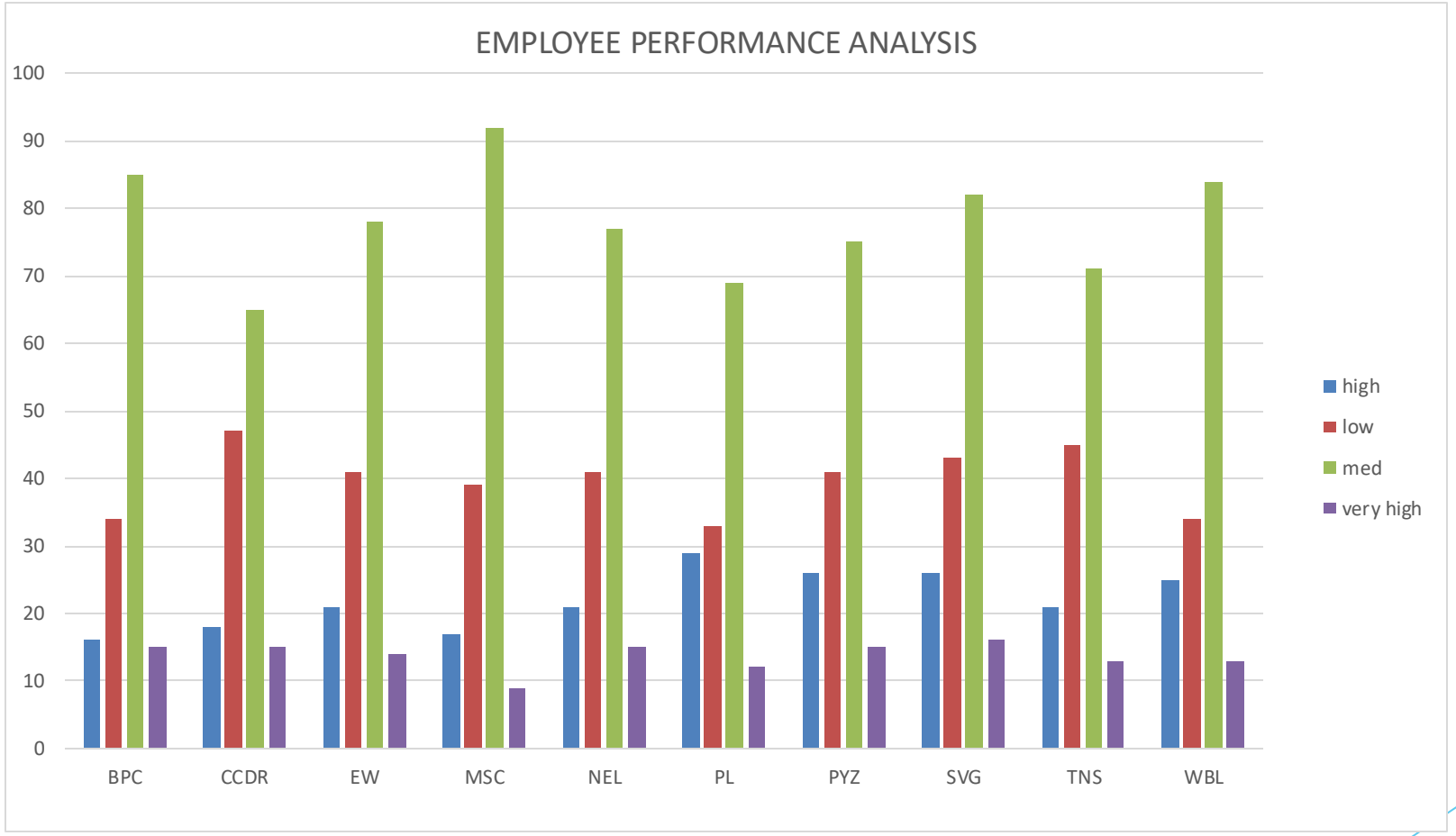
3.DATA CLEANING:

a) Missing data's are identified using the conditional formating.
b) Removed the missing data's using the filter option.

4.PERFORMANCE LEVEL:

a) The level of performance is ascertained based on the current employee rating using the IFS formula.

RESULTS


EMPLOYEE PERFORMANCE ANALYSIS
100
90
80
70
60
50
40
30
20
10
0
BPC
CCDR
EW
MSC
NEL
PL
PYZ
SVG
TNS
WBL
high
low
med
very high

Conclusion

By comparing the performance of the employee,the number of employees are higher in number.The average level is higher comparing to the lower and higher level.So this analysis concludes that the employees should be given motivation by giving different tasks according to their ability.