

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

Employee performance evaluations are conducted to:

- Measure job performance.
- Provide feedback and development
- Align goals with company objectives
- Inform compensation decisions.
- Motivate employees.
- Offers legal protection.
- Aid in succession planning.
- Identify training.



PROJECT

OVERVIEW



Employee performance refers to how well an employee fulfill their job duties and contributes to organisational goals. It involves measuring productivity, quality of work, efficiency, and overall contribution. Evaluation employees performance helps identify strengths and areas for improvement, guides development and ensures alignment with company objectives. Effective performances management leads to motivated employees, better organisational outcomes, and a clear path for growth and development.



WHO ARE THE END USERS?



OUR SOLUTION AND ITS VALUE PROPOSITION



Conditional formatting using
`IFS(G10>1,"Applicable",G10>=1"Not Applicable",G10=1,"Perfect")`
Usage of pivot table, pie chart and bar graph



Dataset Description

1. Downloaded employees data set using- Kaggle
2. Features used :
 - ✓ Emp ID
 - ✓ Name
 - ✓ Gender
 - ✓ Department
 - ✓ Salary
 - ✓ Start Date
 - ✓ FTE
 - ✓ Employee type
 - ✓ Work location
 - ✓ Eligibility

THE "WOW" IN OUR SOLUTION

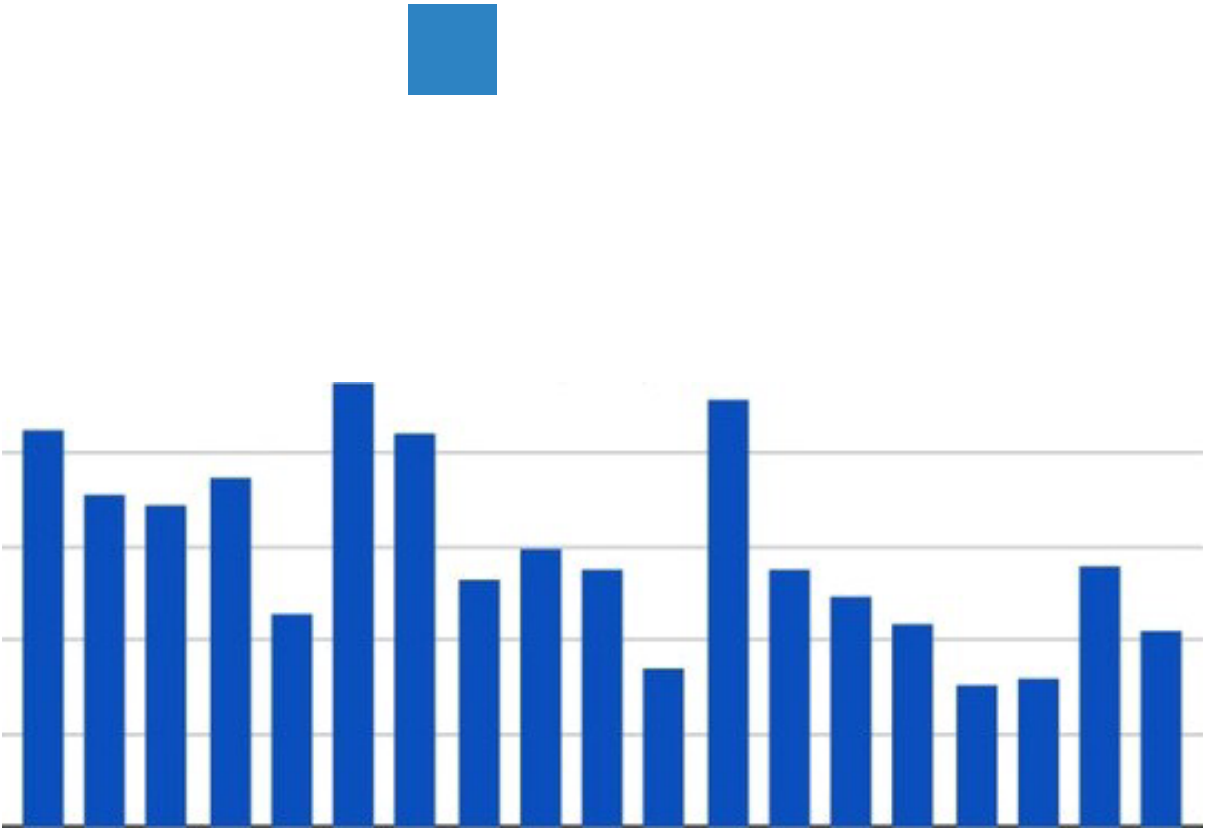
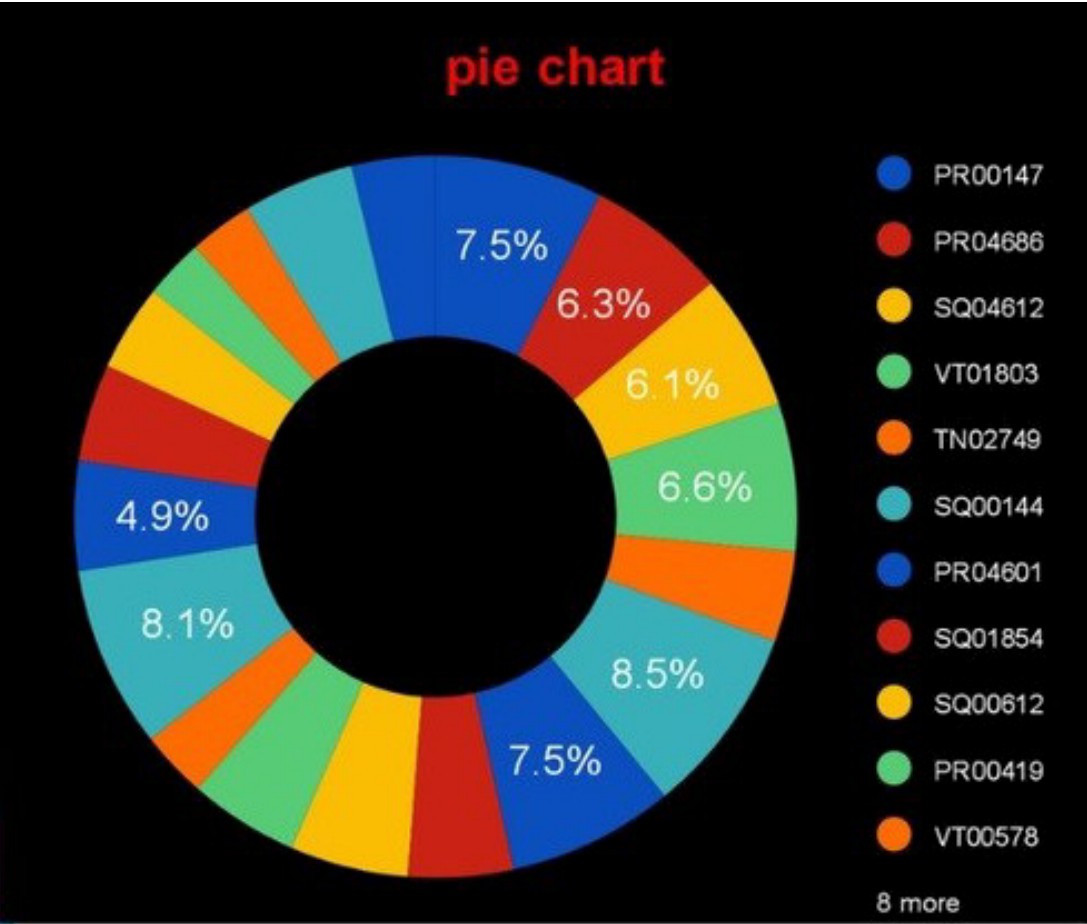


IFS($G10 > 1$, "Applicable" , $G10 \geq 1$, "Not applicable", $G10 = 1$, "perfect")
Pivot table, pie chart and paragraph
Highlighting the features
Interpreting the salary of each individuals.

MODELLING

- ▶ Downloaded employees data sheets from Kaggle
- ▶ Selected 20 datasets in the downloaded data sheets and created a new data sheets
- ▶ Highlighted the features used in the data sheet
- ▶ Select the employee performance and done the eligibility status
- ▶ Create the pivot column and created pie chart and bar graph
- ▶ Made analysis using the bar graph

RESULTS



conclusion

In conclusion, effective employee performance management is essential for both individual and organizational success. It ensures that employees are meeting expectations, contributing to the company's goals and continuously developing skills their regular performance evaluations not only drive motivation and productivity but also enable informed decisions regarding promotions, compensation, and career development ultimately, a strong focus on employee performance leads to a more engaged, efficient, and successful workforce