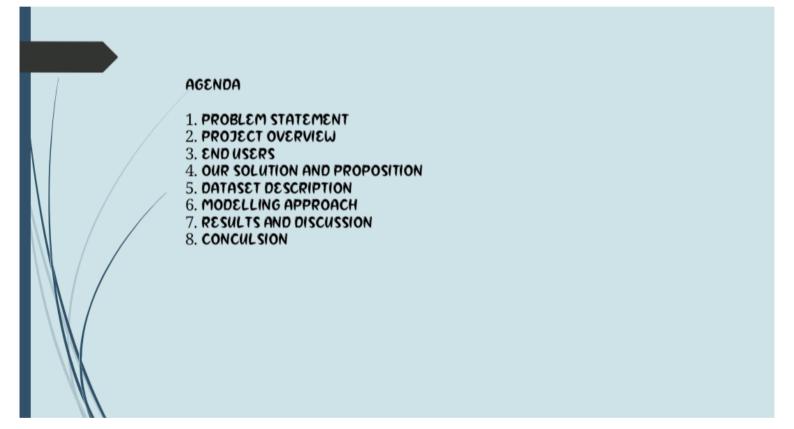# EMPLOYEE DATA ANALYSIS USING EXCEL

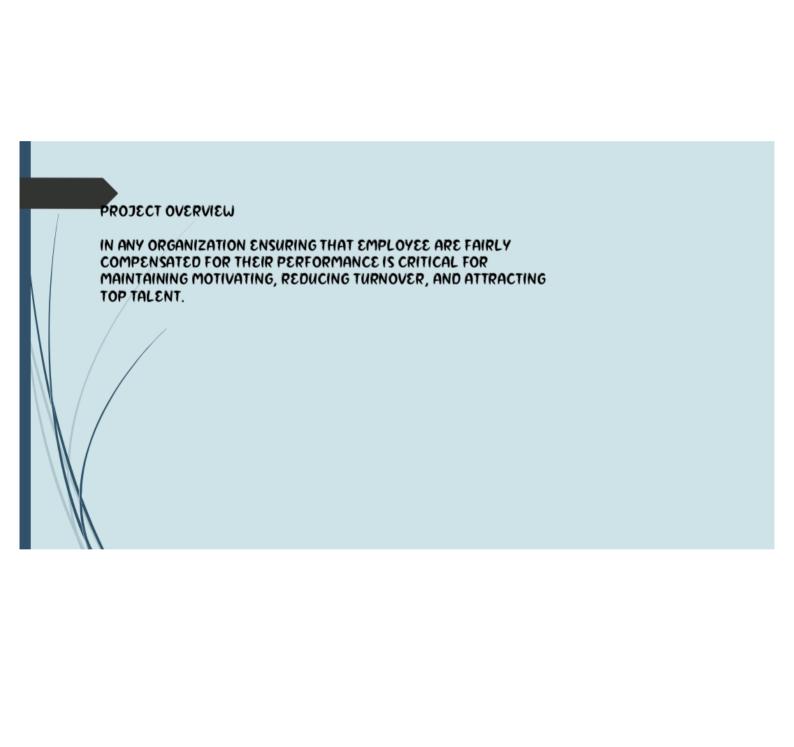**STUDENT NAME**: ASHWIN S
REGISTER NO: 312218798
DEPARTMENT:B.COM (ACCOUNTING AND FINANCE)
COLLEGE: AVICHI COLLEGE OF ARTS AND SCIENCE

AGENDA

PROBLEM STATEMENT

THE HUMAN RESOURCES DEPARTMENT OF (YOUR
COMPANY NAME) SEEKS TO ANALYSE THE
RELATIONSHIP BETWEEN EMPLOYEE PERFORMANCE
AND SALARY.

PROJECT OVERVIEW

IN ANY ORGANIZATION ENSURING THAT EMPLOYEE ARE FAIRLY COMPENSATED FOR THEIR PERFORMANCE IS CRITICAL FOR MAINTAINING MOTIVATING, REDUCING TURNOVER, AND ATTRACTING TOP TALENT.

WHO ARE THE END USERS?

HR MANAGERS: TO ASSESS OVERALL EMPLOYEE PERFORMANCE TRENDS, IDENTIFY TRAINING NEEDS AND USE CASE METRICS FOR RECURITMENT AND RETENTION STRATEGIES.

DEPARTMENT TRENDS: USE PERFORMANCE DATA TO VSET GOALS.

PERFORMANCE ANAYSIS: GENERATE REPORTS AND RECOMMENDATION FOR OPTIMISING THE PERFORMANCE MANAGEMENT PROCESS.

OUR SOLUTION AND ITS VALUE PROPOSTION

PERFORMANCE BASED COMPENSATION: REAWARDED APPROPROAYERY

DATA-DRIVEN SALARAY ADJUSTMENTS: REDUCING BIAS AND PROMOTIN
 FAIRNESS

TRANSPARENCY TRUST: THE PLATFORMS PROMOTE TRANSPARENCY

RETENTION OF TOP TALENT : BY ENSURING THE COMPETITION

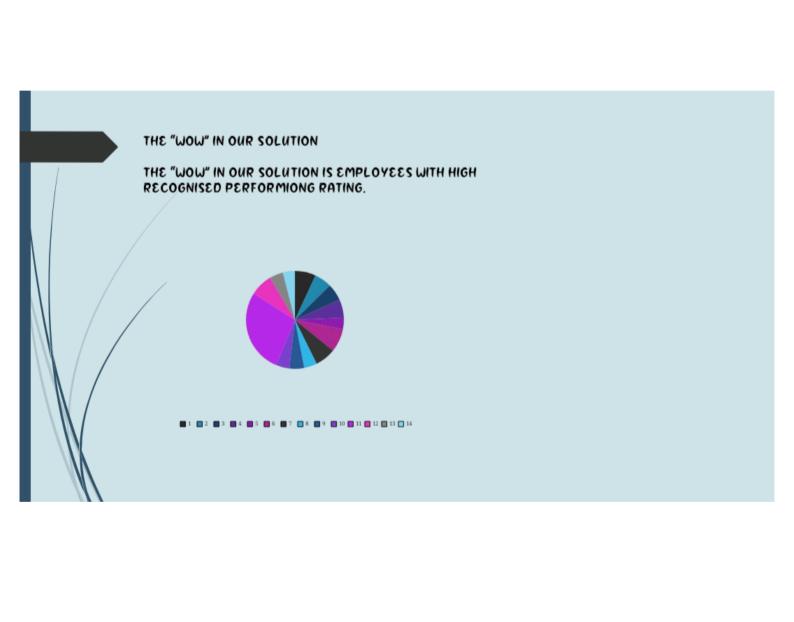FORMULA: EXCEL FORMULAS

GRAPHS: FINAL REPORT

DATASET DESCRIPTION

BUSINESS UNITS COVERED:

★ TNS
★ BPC
★ WBL
★ CCDR
★ NEL
★ SVG
★ MSC
★ EW
★ PYZ
★ PL

EMPLOYEE ID: PR00147 TO VTO2417

THE "WOW" IN OUR SOLUTION

THE "WOW" IN OUR SOLUTION IS EMPLOYEES WITH HIGH RECOGNISED PERFORMIONG RATING.

■ 1 □ 2 ■ 3 ■ 4 ■ 5 ■ 6 ■ 7 □ 8 ■ 9 ■ 10 ■ 11 ■ 12 ■ 13 □ 14

MODELLING

DATASET: EMPLOYEE DATASET

FEATURE SELECTION: WORK LOCATION

DATA CLEANING: MISSING VALUE, IRRELEVANT

FORMULA: PERFORMANCE CALCULATION, LOW, MEDIUM,HIGH, SUM

PIVOT TABLE AND CHART: SUMMARY, BUSINESS UNIT, GENDER,EMPLOYEE TYPE, EMPLOYWEE ID, PERFORMANCE.

CHART: PIE, BAR, LINE, PIVOT CHART.

RESULTS

■1 ■2 ■3 ■4 ■5 ■6 ■7 ■8 ■9 ■10 ■11 ■12 ■13 ■14

CONCLUSION

BY SYSTEMATICALLY EVALUATING PERFORMANCE METRICS ALONG SIDE SALARY DATA, ORGANIZATIONS CAN ENSURE THAT COMPENSATION IS DIRECTLY ALIGNED WITH EMPLOYEE CONTRIBUTIONS.