

# 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

- (i) To award the good performance and motivate employee who got low score
- (ii) To give promotion and increments.
- (iii) To showcase in the company annual achievement ceremony.



# PROJECT OVERVIEW

- (i) **Employee performance analysis is the systematic evaluation of an employees job performance, skills and achievements to ensure they align with organisation goal. This process helps identify strengths and areas for improvement, providing valuable insights for employee development and decision-making.**
- (ii) **By analysing performance data, companies can enhance productivity, set more accurate goals, and training programs to individual needs.**



# WHO ARE THE END USERS?

1. **Manager and supervisor**
2. **Human resources (HR)**
3. **Executive and senior leadership**
4. **Employee themselves**
5. **Team leader**

# OUR SOLUTION AND ITS VALUE PROPOSITION



- 1. Filtering :it help manage and analysis larger Dataset by focusing on relevant data subset, thereby making data handling more efficient and insights
- 2. IFS formula: it is used for multiple conditional check and return value based on which condition is true
- 3. Pivot tables: these tools are used in spreadsheet to summarise and analysis larger sets of data they allow users
- 4. Graphs : graph are valuable for visualising data distribution, identify trends,and making data driven decisions,graph used on bar chart,pie charts histogram and scatter plots

# Dataset Description

Employee \_kaggle

26\_features

9\_names

Name- Alphabetical

Performance level – numerical value

Employee type – alphatical

Gender – female/male

Employee rating – numerical value

Business unit – alphatical



# THE "WOW" IN OUR SOLUTION

- (1) **=IFS (Z8>=5,"VERY HIGH",Z8>=3,"MEDIUM","TRUE","LOW")**
- (2) **The above formula used to category the performance level of the employee is considered as "WOW" in my project**



# MODELLING

Data collection:

1.Dashboard

2.By formatting the database

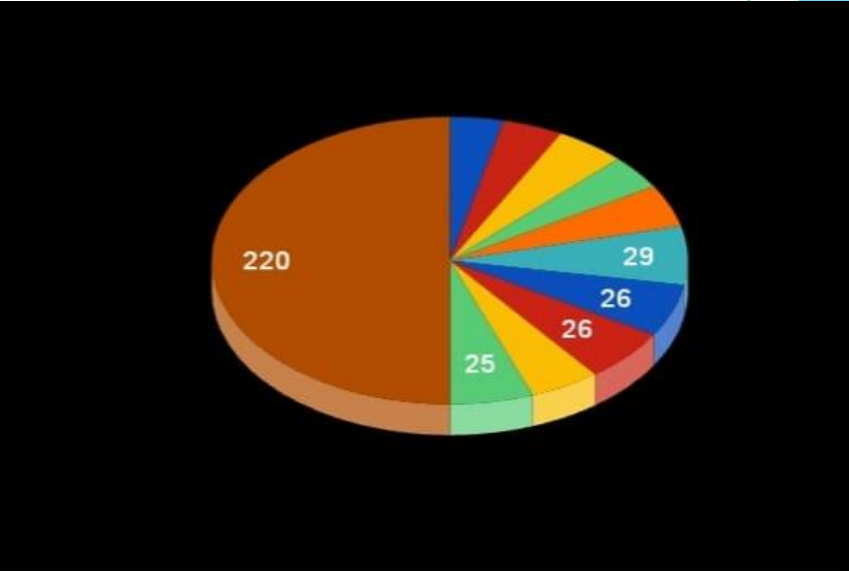
FEATURES COLLECTION:1.data is collected from the dashboard

2.Formatting the data to find the employee performance level

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# RESULTS

	LOW	MEDIUM	VERY HIGH	Grand Total
16	34	85	15	150
18	47	65	15	145
21	41	78	14	154
17	39	92	9	157
21	41	77	15	154
29	33	69	12	143
26	41	75	15	157
26	43	82	16	167
21	45	71	13	150
25	34	84	13	156
220	398	778	137	1533



# conclusion

1. In overall, majority employees got "Medium" level in their performance level.

In BPC, Employees performed in average level.

In CCDR & NEL, the employees got the medium level of performance level.

Based on the conditional formatting formula the Excel sheet is forming the solution to the performance level of the majority employee performance based on this.