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

Analysing current employee rating is essential for tracking performance trends and ensuring alignment with company objetives. Regular analysis can improve employee engagement by addressing potential issue early, leading to a more motivated and productive work force .

PROJECT   OVERVIEW

• . TOTAL EMPLOYEES: The dataset includes 1038 employees across various business units
•   AVERAGE RATINGS: The overall average rating is 2.95
• HIGHEST AVERAGE RATING : SVG (3.03)
• LOWEST AVERAGE RATING : TNS (2.79)

WHO ARE THE END USERS?

1. HUMAN RESOURCE
2. MANAGEMENT
3. EMPLOYEE DEVELOPMENT TEAM
4. BUSINESS UNIT HEAD
5. IT SECTORS
6. INDUSTRY
7. FIRMS
8. EMPLOYEE
9. EMPLOYER

OUR SOLUTION AND ITS VALUE PROPOSITION

1. **Filtering :** focus on targeted analysis , remove errors etc .
2. **Conditional formatting :** visual insights ,quick analysis , error deduction etc,.
3. **Pivot table and graphs :** data summarization ,filtering ,multiple chart types , flexibility .

Dataset Description

EMPLOYEE DATA SET – KAGGLE

FEATURES :

        Employment id

        Gender – M AND F

        Business unit

        name

        rating

      graphs

      charts

THE "WOW" IN OUR SOLUTION

FEATURES AND FUNTIONALITY IN MY DATA SET :
1 . DATA SUMMURAZITION
2. AGGREGATION
3. CATEGORY BREAKDOWN
4. RATING DISTRIBUTION

MODELLING

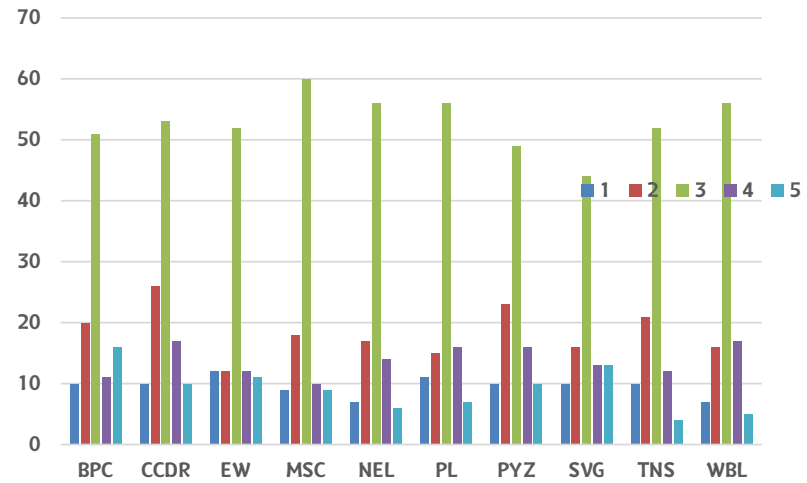Descriptive analytics
Predictive modelling
Regression analysis
Classification
Time series analysis
Decision trees

RESULTS

conclusion

The current employee rating analysis reveals
difference in rating between business units
and suggests evolution standards . To draw more
accurate conclusions , the data requires cleaning in
proper formatting . Once addressed a more
detailed analysis pinpointing specific areas is
presented .