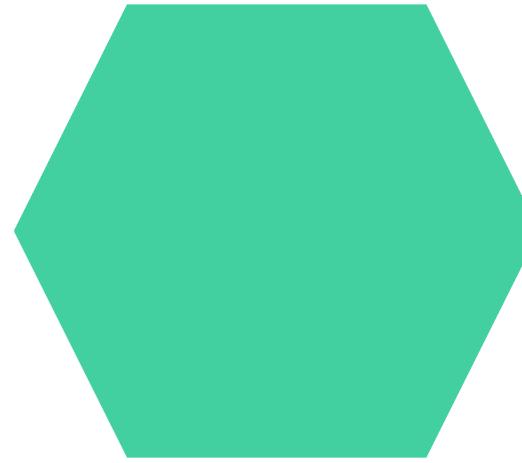
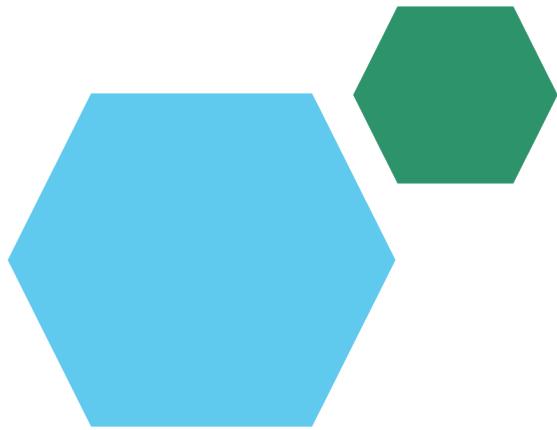


Employee Data Analysis using Excel



STUDENT NAME: BHARATH.D

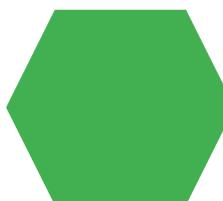
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PROJECT TITLE

Company 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

Problem Statement :

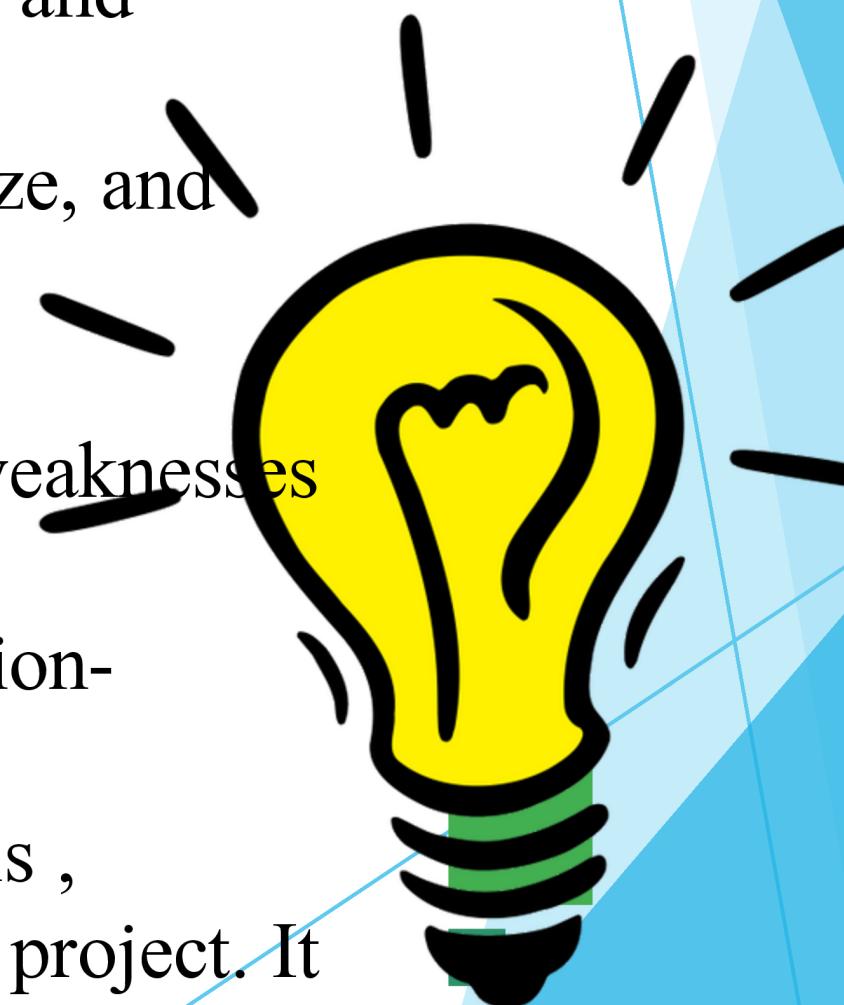
“our company’s employees performance evaluation process is currently manual, time-consuming, and lacks data – driven insights making it challenging to:

- Accurately assess individual and team performance
- Identify areas for improvement and development needs
- Inform data – driven decisions for promotions , training , and resources allocation.

We need a robust and scalable solution to collect, analyze, and visualize employee performance data, enabling us to :

- Streamline the evaluation process
- Gain actionable insights into employees strengths and weaknesses
- Enhance employee growth and development
- Drive business outcomes through data – informed decision-making”

This problem statement outlines the challenges and goals , providing a clear direction for the performance analysis project. It can be refined and tailored to the specific company’s needs and xt.

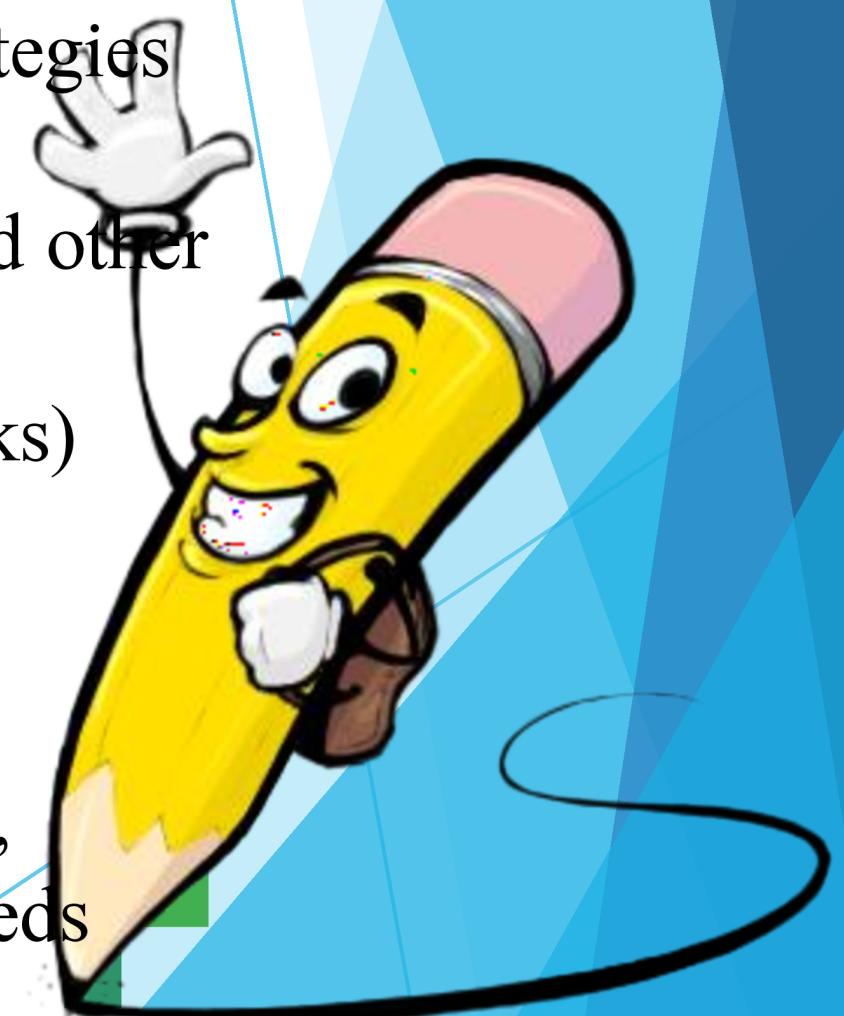


PROJECT OVERVIEW

Project objective:

- Develop a data – driven approach to analyse and evaluate employee performance
- Provide actionable insights to support informed decisions on employee development, promotions and resources allocation
- Enhance employee growth and business outcomes through data-informed strategies
- Scope
- Collect and integrate relevant data from HR system ,performance reviews, and other sources
- Develop a performance analysis framework and merits (e.g., KPIs, benchmarks)
- Design and implement data visualizations and reports for stakeholders
- Identify areas for improvement and data – driven solutions

This project overview provides a high level outlines of the project's objects, timelines and resources. It can be tailored and expanded to fit the specific needs and requirements of the organization.



WHO ARE THE END USERS?

- HR DEPARTMENT
- MANAGERS AND SUPERVISORS
- EMPLOYEES
- SENIOR LEADERSHIP
- TRAINING AND DEVELOPMENT TEAM
- COMPENSATIONS AND BENEFITS TEAM
- SUCCESSION PLANNING TEAM

These end users will benefit from the insights and recommendations generated by the employees performance analysis, enabling them to make data-driven decisions and drive business outcomes.

OUR SOLUTION AND ITS VALUE PROPOSITION



pivot table : summarized and organizes data for easy comparison of salary distribution

Bold: The bold icon uses to make selected text thicker and more prominent .its represented by bold letter “B” or a bold font icon

Font: The design the characters example :Baskerville old font

Graph: Visualizes the summarized data ,high lighting the key trends and differences in salary allocation across departments and companies .

Dataset Description

- Each company salary totals are broken down by department ,with a grand total for each company and over all
- The bar graph visually represents these salary sums by company ,using different color for each department
- The data high lights how salary distribution various across departments and company
- That table shows total salary sums for different departments like (sales ,support, AI ,Design) across three company : cheerper ,glasses and pear

THE "WOW" IN OUR SOLUTION



- This project will help full to identify the AI technology uses
- This will useful for communication skill development
- The data science and Artificial intelligence will effectively help full to find solution for environment.



MODELLING

- Data collection: Identify data sources from kaggle and collect the data in a row format (e.g., excel)
- Data transfer to excel: Import the data into excel using various methods (copy paste, power query, SQL connection). Ensure that data is clean formatted and organized in a table structure.
- Pivot table creation : select the data range and create a pivot table . Choose relevant fields for rows ,columns and values . Apply filters and aggregation (sum ,average ,count)
- Data visualization in a graph: Select the pivot data and create a graph (graph ,barchat ,line graph)

RESULTS

- Cheeper: Highest total salary in the search engine department and no salary recorded for AI and sales
- Glasses : The largest salary is in the design department with notable amounts in with bigdata and searching engine and smaller amount in AI and support
- Pear: Most salary are concentrated in he design department and sales department with no recorded salary in AI and support

Conclusion

- High performing employees and teams and opportunities to recognize and rewards their achievements
- Development and implement targeted training and programs to address pivot table and graph its indicate that design and search engine and departments
- Glasses as the most balanced distribution of salarys across the multiple deparmets cheeper shows significant investment search engine and support .