loyee 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

Analysis of employees performance
salary basis of employees work
Attendance of employees
and it looks about tha employees mind set
how to motivate the employees

PROJECT OVERVIEW

Ihow to boost the employee work
Employees analysis of performance has more important to get a survey of because finds the problem of employee in work place
esay access the employee work

WHO ARE THE END USERS?

Human resources teams
department manager
senior management/executives
organisations
employess
HR

OUR SOLUTION AND ITS VALUE PROPOSITION

1. Conditional Formatting: Highlight the missing value in data. This gives a quick, at-one-glance view of where the gaps are that will need attention.

2. Filter: use filtering to eliminate or focus on selected rows containing missing values. Therefore, this approach simplifies the cleaning of the data for more efficient analysis, focused only on complete records.

3. Formula: Different formulas will be applied in order to accurately compute the performance metrics. Such practice will significantly help quantify the performances of employees effectively.

4.Pivot Table: Manufacture pivot tables, which should be used in the summarizing of data on the basis of various categorizations, such as for department or time period, to ascertain and highlight the unidentified underlying pattern that may be in the data or its trend.

5.Graphs: Graphs are powerful for making data visual through their facility to have people compare and analyze performance metrics of different groups or over time..

Dataset Description

Employee dataset : Collected from edunet foundation
Features : there are 26 features
Main features are,
Employee id : unique identify number for employee
Name : employee's first and last name in letters
Employee type : it identifies whether they are part time or contract or full time employer
Employee department : it identifies the department
Gender : it is considered as male and female
Employee rating : rating are in numeric v alue
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THE "WOW" IN OUR SOLUTION

Calculated the Performance level using the formula

IFS(Z8>5,”VERYHIGH”,Z8>=4,”HIGH”,Z8>=3,”MED”,TRUE,”LOW”)

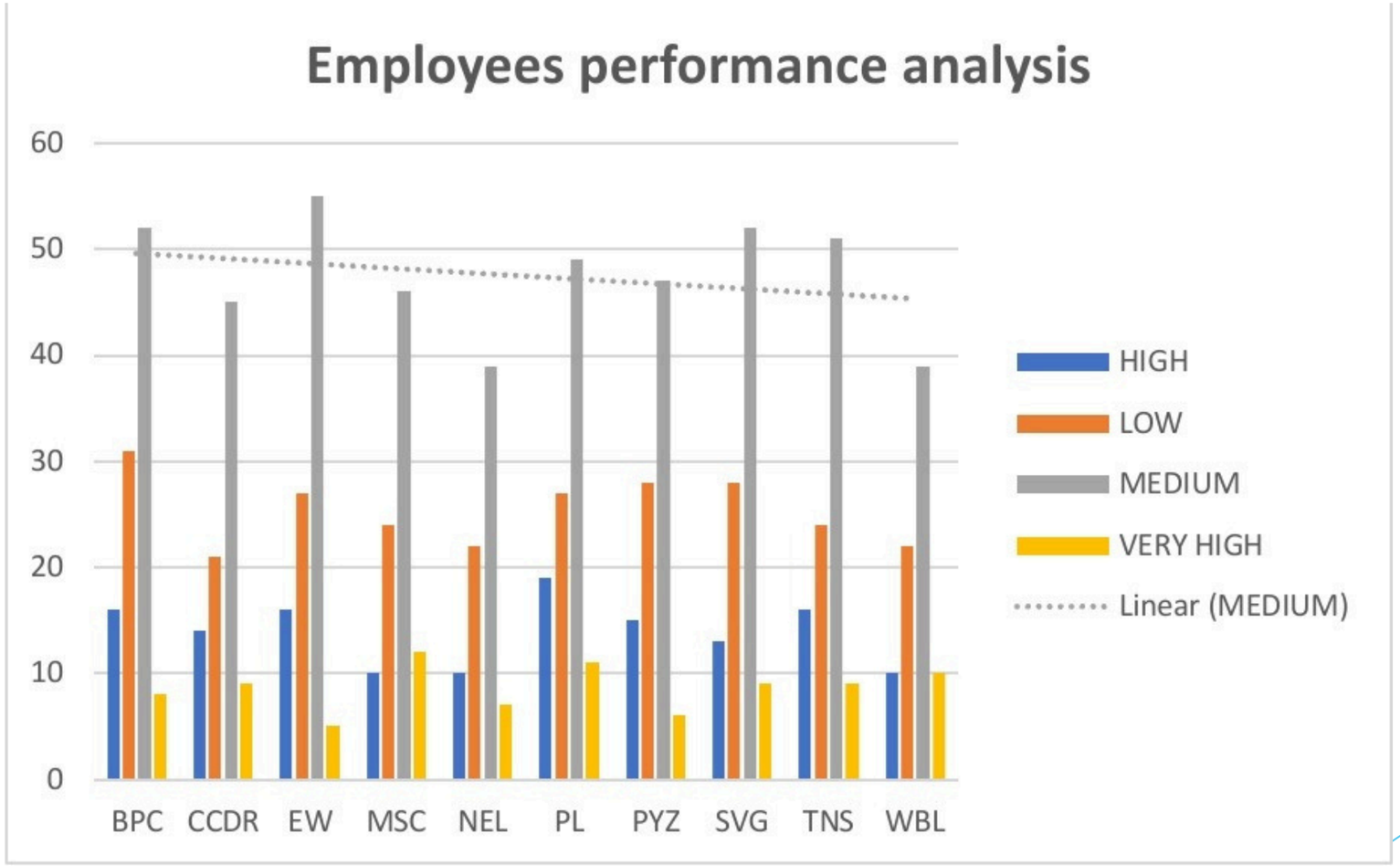
MODELLING

Data Acquisition:
Downloaded a dataset from the IBM Skills Build Dashboard, which included features like User ID, Name, Gender, Employee Type, and Department.

2. Data Preparation:
Imported the dataset into Excel.
Cleaned the data to correct any inconsistencies or errors.

3. Initial Exploration:
Reviewed the dataset to understand its structure.
Used summary statistics to gain preliminary insights.
Feature Analysis:

RESULTS


Employees performance analysis
60
50
40
30
20
10
0
BPC
CCDR
EW
MSC
NEL
PL
PYZ
SVG
TNS
WBL
HIGH
LOW
MEDIUM
VERY HIGH
Linear (MEDIUM)

conclusion

The analysis revealed the distribution of employee types (Permanent, Fixed-term, Temporary) and departmental staffing levels. Key insights included trends such as increased fixed-term contracts and notable anomalies in staffing patterns. Recommendations include balancing staffing levels and revising employment policies to address these issues. The findings highlight areas for potential improvement in workforce management. The results have implications for organizational efficiency and performance, with suggested next steps involving further analysis and action planning. Key charts and graphs were used to visually support these conclusions and facilitate decision-making.