

# EMPLOYEES DATA ANALYSIS USING EXCEL

**NAME :KANIKKAIMARY SNEHA J.N**

REGISTER NO. 312218970

DEPARTMENT : B.com ( ACCOUNTING AND FINANCIAL )

COLLEGE : APOLLO ARTS & SCIENCES COLLEGE



# PROJECT TOPIC

## EMPLOYEES HEALTH INSURANCE ANALYSIS USING EXCEL



# AGENDA

1) PROBLEM  
STATEMENT OF  
INSURANCE DATA  
ANALYSIS

2) RESULTS AND  
DISCUSSION

3) PROJECT SURVEY

4) PROJECT FOCUS

5) DATASET  
DESCRIPTION FOR  
INSURANCE  
ELIGIBILITY

6) INFORMATION  
ABOUT ESIC ACT

7) BENEFITS OF  
EMPLOYEE HEALTH  
INSURANCE  
SCHEME

8) MODELLING  
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9) CONCLUSION



# **PROBLEM STATEMENT OF HEALTH INSURANCE ANALYSIS**

- Employee has the critical workspace in the company (or) factor then the company arrange to health insurance for working employees as per the ESIC Department.
- An Employee dataset overview provides essential insights into workspace risk demographics, and medical insurance importants, crucial for optimizing for insurance handling team of the company. Proper analysis can reveal trends and gaps, aiding in targeted improvements



# PROJECT SURVEY

1. IN CERTAIN COMPANY PROVIDE THE EMPLOYEE INSURANCE FOR EMERGENCY AND MEDICAL PURPOSE IN THE COMPANY'S EMPLOYEE
2. PROJECT AIM TO COLLECT THE DATA FROM ESIC (EMPLOYEE STATE INSURANCE CORPORATION) AND ANALYZING THE DATA USING EXCEL TO GAIN INSIGHTS INTO WORKFORCE METRICS.
3. THIS SURVEY ORGANIZING THE DATA OF THE EMPLOYEE, PERFORMANCE OF THE EMPLOYEE, POSITION OF THE EMPLOYEE, SALARY PACKAGE OF THE EMPLOYEE, STANDARD OF THE EMPLOYEE, AND OTHER ELIGIBILITY FOR EMPLOYEES.
4. IT WILL MAKE SURVEY ANALYSIS TO PROVIDE INSURANCE POLICY
5. THEREFORE, ITS SUPPORTING DATA-DRIVEN DECISION-MAKING FOR MANAGING DIRECTOR (OR) INSURANCE HANDLING TEAM.

## PROJECT FOCUS

This project focuses on leveraging Excel to analyze employee data. Key tasks included.

- 1) **Data Organization**: Importing, cleaning, and structuring employee data for clarity and consistency.
- 2) **Analysis**: Applying Excel functions and formulas to assess insurance metrics, filling missing values , and other key indicators.
- 3) **Visualization**: Creating charts, graphs, and pivot tables to visualize trends and patterns.
- 4) **Reporting**: summarizing findings to inform The Managing Director of the company (or) Insurance Handling Team



# What is Employee Health Insurance?

This type of health insurance can usually be extended further to provide healthcare coverage for their employees.

Employee Health Insurance protection provided to employees and their families in case of medical emergencies, accidents, or untimely death of the employee.

**IN 1948 Act ESCI  
(EMPLOYEE'S STATE INSURANCE CORPORATION)**

**OBJECTIVE**

**APPLICABILITY OF THE ESIC Act**

**CONTRIBUTION & BENEFITS**

**INTEREST, PENALTY AND DAMEGES FOR LATE PAYMENT**

**RESPONSIBILITY OF EMPLOYER**



## BENEFITS OF EMPLOYEES HEALTH INSURANCE SCHEME

- ✓ > Medical Benefit
- ✓ > Sickness Benefit
- ✓ > Disability Benefit
- ✓ > Maternity Benefit
- ✓ > Benefits to Dependents    Funeral Expenses



# THE END USER EMPLOYEE HEALTH INSURANCE BENEFITS

The end users in employee performance analysis typically include:

1. **Project Purpose :** They use the insights to make informed decisions about promotions, training, and development.
2. **Insurance Handling and Supervisors:** They apply insurance data to provide feedback, set goals, and manage team benefits.
3. **Employees Health Insurance:** They benefit from feedback and performance evaluations that help them improve and advance in their careers.



# **OUR SOLUTION AND ITS VALUE PROPOSITION**

**Filtering – to fill the missing value**

**Conditional formatting – blank values**

**Using – pivot table & Chart**

## **DATASET DESCRIPTION FOR INSURANCE ELIGIBILITY**

**Employee data set**

**There are 19 FEATURES**

**The important details requirement for employee health insurance**

**\*EMPLOYMENT ID -**

**\*FIRST NAME -**

**\*LAST NAME -**

**\*AGE -**

**\*GENDER -**

**\*HEALTH STATUS -**

**\*ESIC REGISTRATION ID -**

**\*AADHAR CARD NUMBER -**

**\*EMPLOYEE STANDARD -**

**\*AVERAGE ANNUAL SALARY DETAILS -**

**\*EMPLOYEE CLASSIFICATION -**

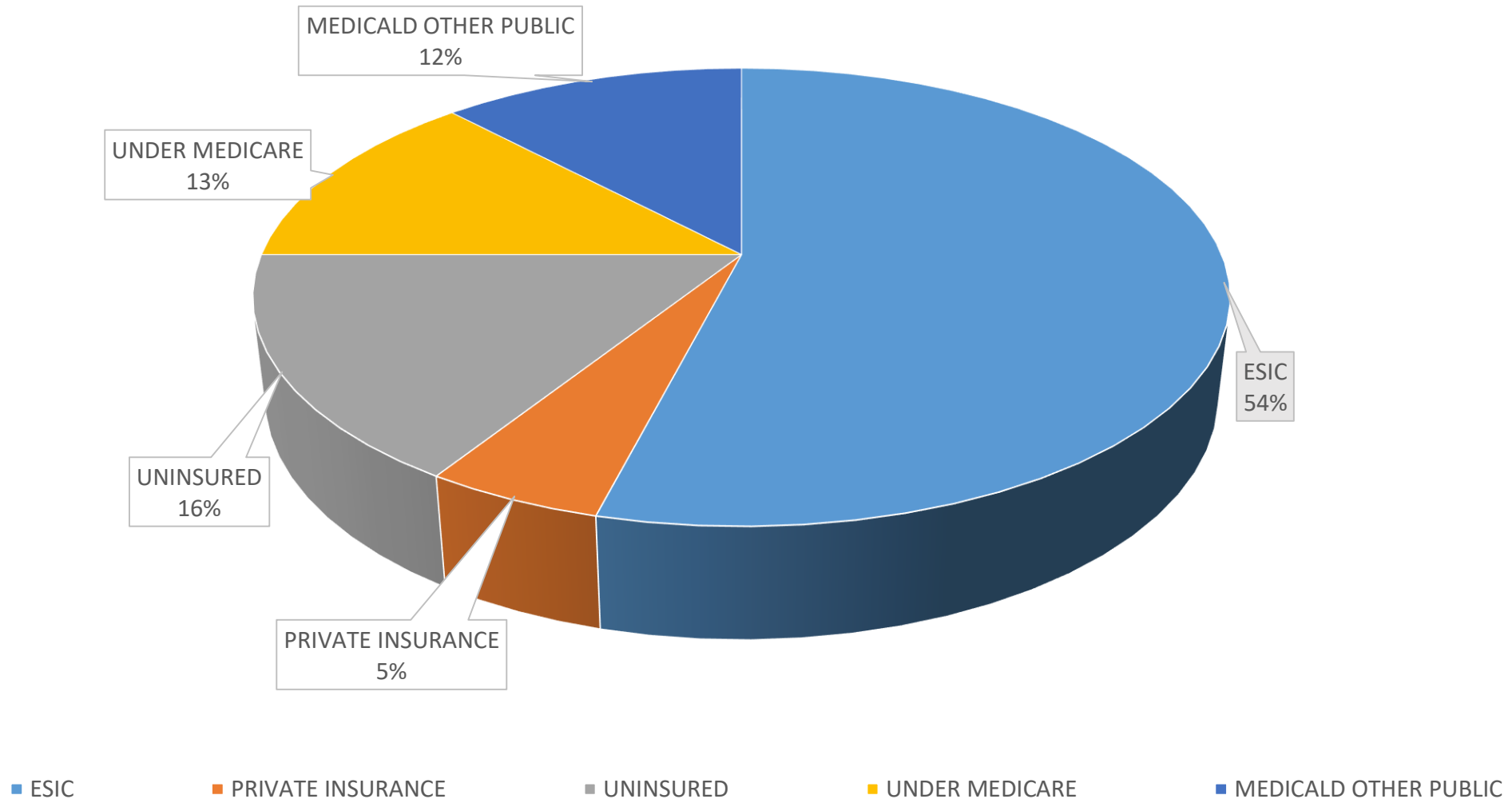


# **MODELLING**

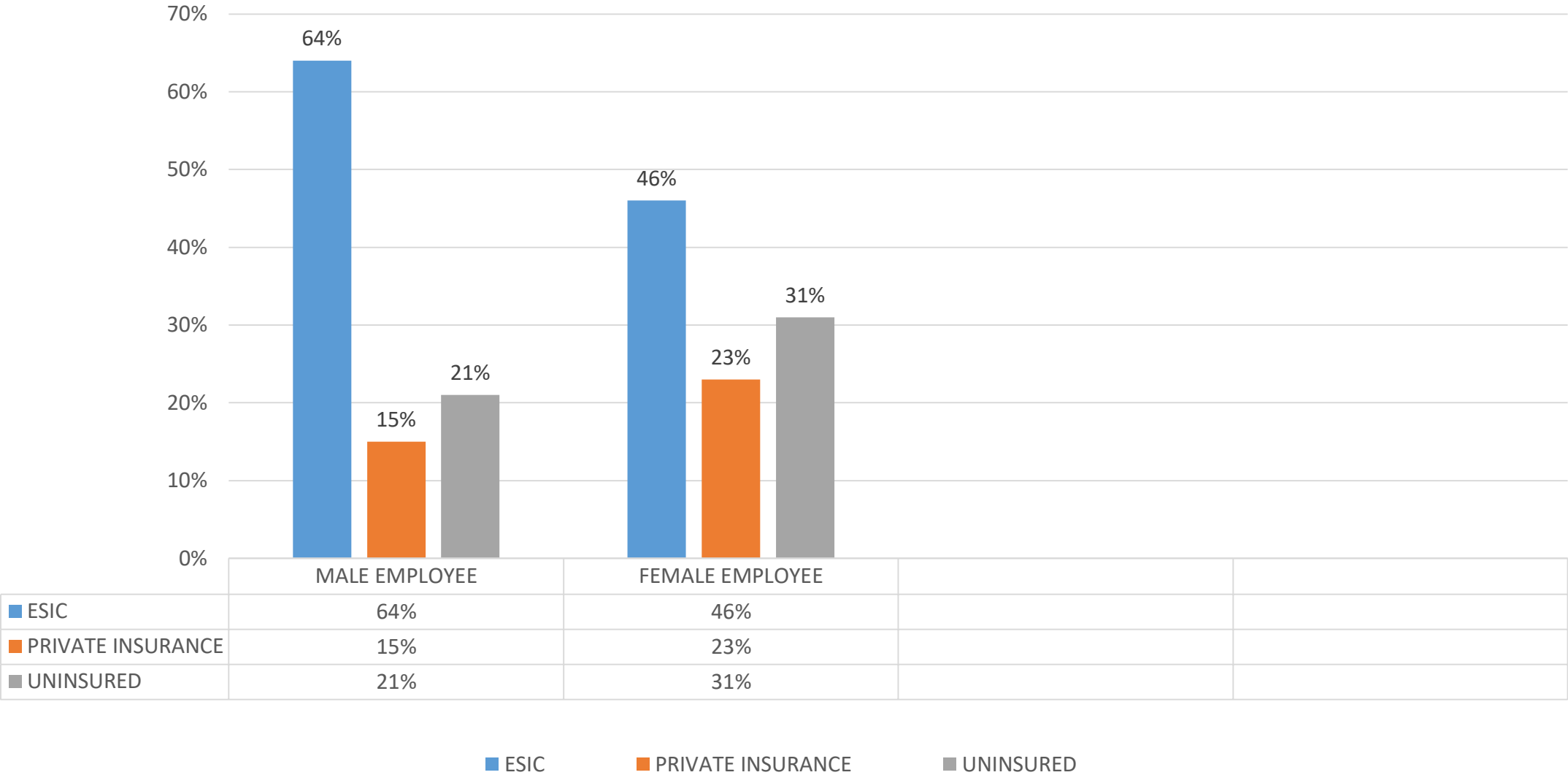
- **Data Preparation:** Clean and organize data, ensuring accuracy and consistency.
- **Trend Analysis:** Apply charts and graphs (e.g. Pie charts, line charts, Excel sheet and bar graphs) to visualize trends over time, such as employee performance or turnover rates.
- **Pivot Tables:** Create pivot tables to aggregate and analyze data across different dimensions, such as department, tenure, or job role.
- **Regression Analysis:** Utilize regression functions to identify relationships between variables, such as the impact of training on performance.

# RESULT

## THE PIE CHART SHOWING THE RELATIVE DISTRIBUTION OF HEALTH INSURANCE COVERAGE FOR COMPANY EMPLOYEES



**THE COLUMN CHART SHOWING EMPLOYEE TAKEN ESIC, PRIVATE INSURANCE & UNINSURED EMPLOYEE DETAILS FOR DIFFERENTS BETWEEN MALE AND FEMALE EMPLOYEES.**



**THE EXCELSHEET SHOWING EMPLOYEE’S NAME, AGE, DEPARTMENT, GENDER, INSURANCE TYPE & INSURANCE COVERAGE OF THE COMPANY EMPLOYEE HEALTH INSURANCE BETWEEN ESIC, PRIVATE INSURANCE & UNINSURANCE EMPLOYEES DETAILS.**

S.NO	NAME	AGE	DEPARTMENT	GENDER	INSURANCE TYPE	COVERAGE
1.	MUKESH	24	MEDICAL	MALE	ESIC INSURANCE	FULL
2.	SHASA	24	MARKETING	FEMALE	ESIC INSURANCE	FULL
3.	SNEHA	22	FINANCING	FEMALE	PRIVATE INSURANCE	MEDICAL EXPENSE
4.	MOSES	26	ACCOUNTING	MALE	NO INSURANCE	-
5.	RAMESH	35	MANEGER	MALE	PRIVATE INSURANCE	MEDICAL EXPENSE
6.	PRIYA	32	HUMAN RESOURCES	FEMALE	NO INSURANCE	-
7.	REGINA	29	TEAM LEAD	FEMALE	ESIC INSURANCE	FULL
8.	NOBLE RAJ	35	MARKETING	MALE	PRIVATE INSURANCE	MEDICAL EXPENSE
9.	MANOJ	25	AUDITING	MALE	ESIC INSURANCE	FULL
10.	PAVITHRA	22	BPO	FEMALE	NO INSURANCE	-



# **CONCLUSION**

- **The conclusion of employee data analysis reveals key insights into workforce trends, performance of the employee.**
- **By analyzing metrics such as productivity, employee insurance ratings, and organizations can identify strengths, weaknesses and important insurance.**
- **This analysis supports data-driven decision-making, enabling targeted to ensure the employee's health insurance, optimize recruitment processes, and renew overall organizational effectiveness.**
- **In essential, effective data analysis provides a foundation for registration and operational improvements, leading to a more motivated and productive workrisk of the company employees**

*Thank You*