

EMPLOYEE DATA ANALYSIS USING EXCEL

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PROJECT TITLE

EMPLOYEE DATA ANALYSIS USING EXCEL



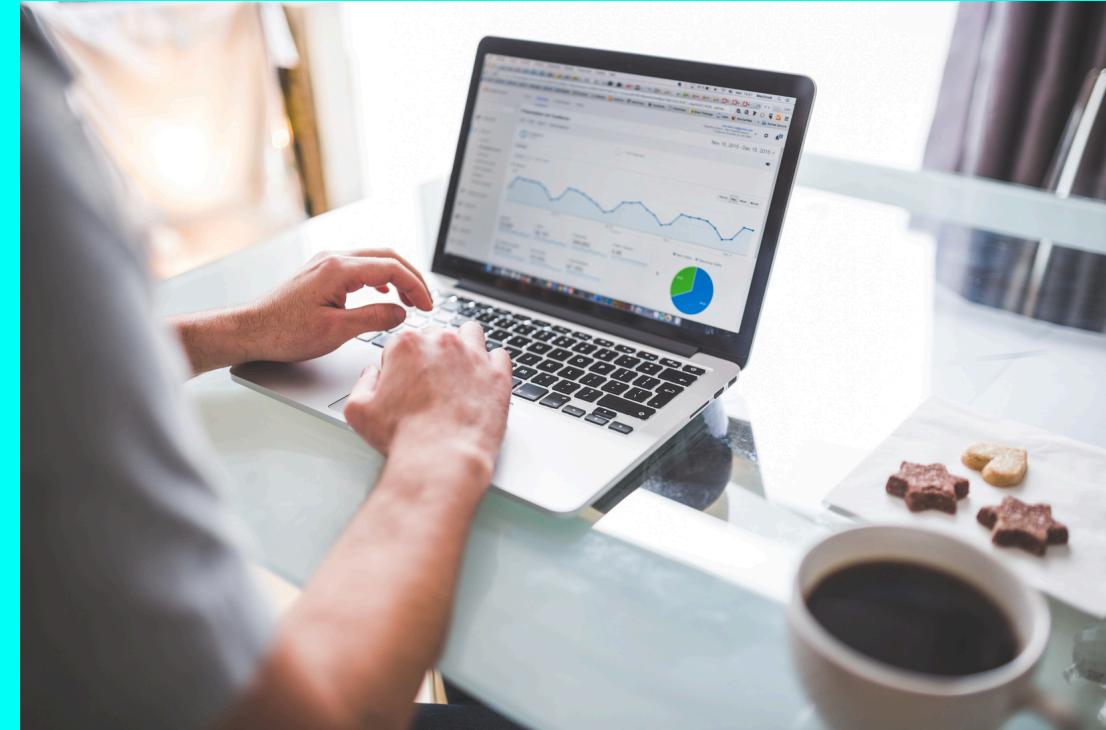
AGENDA

- 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

- Track employee performance rating overtime
- Identify top performers and underperformers
- Analyze performance by department, job role, and other categories
- Visualize trends and correlations in performance data
- Enable filtering and drill-down capabilities for in-depth analysis



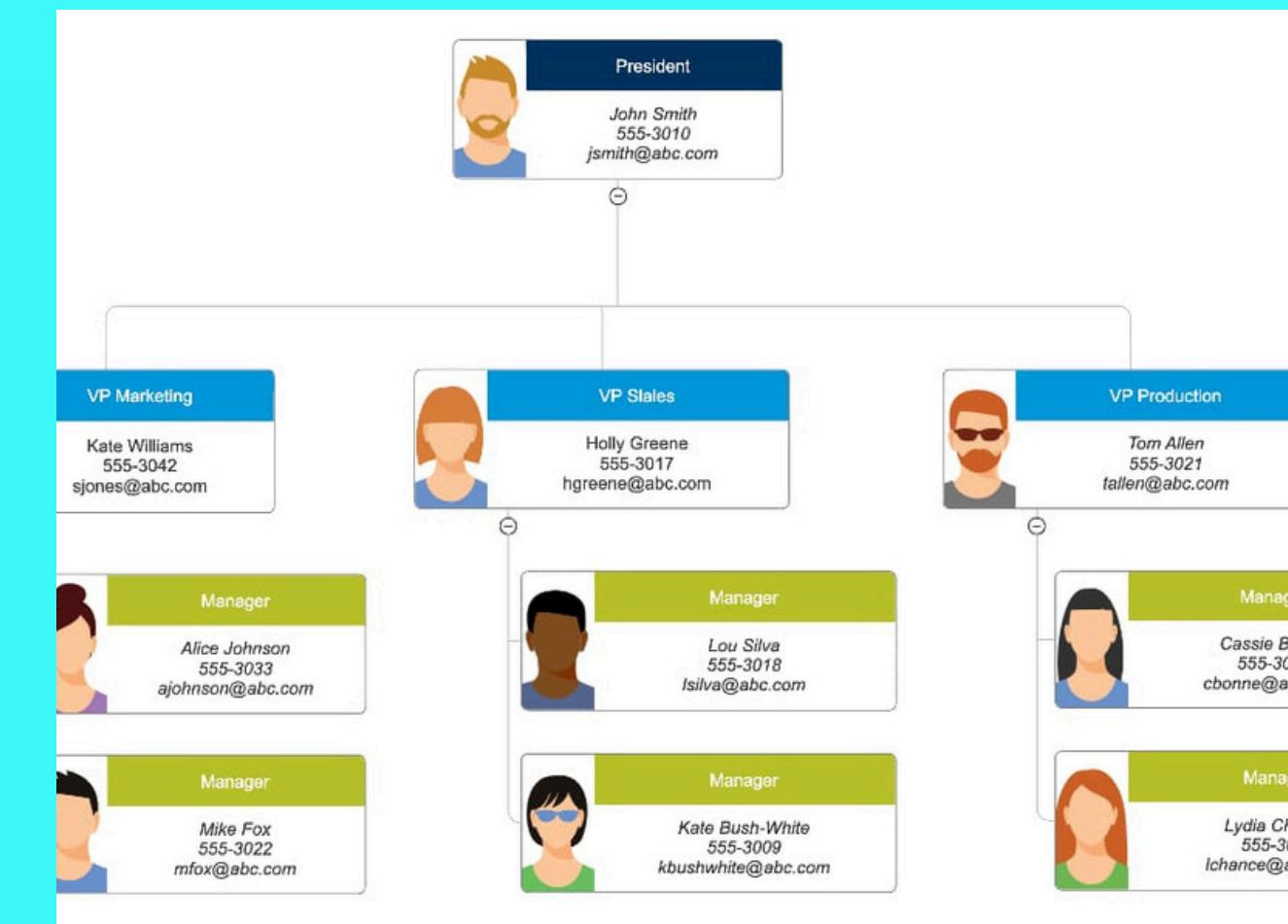
PROJECT OVERVIEW



- **Effective employee performance management is crucial for organizations to achieve their goals and objectives.**
- **This project will involve collecting and cleaning employee performance data, designing and developing an interactive Excel dashboard, and creating a user guide and data dictionary for easy adoption.**

WHO ARE THE END USERS ?

- HR Managers
- Department Heads
- Team Leads
- Line Managers
- Talent Management
- Business Analysts
- Executives



OUR SOLUTION AND ITS VALUE PROPOSITION

- Conditional formatting – mission
- Filter-Remove
- Formula – performance
- Pivot-summary
- Graph-data visualization

Conditional formatting: Our Excel based Employee performance Analysis Solution utilizes Conditional formatting to provide a clear and intuitive visualization of Employee performance data.

Filter – Remove: By incorporating filtering and removal capabilities, our solution empowers HR managers and leaders to efficiently analyze and visualize employee performance data, driving informed decision-making and business success.

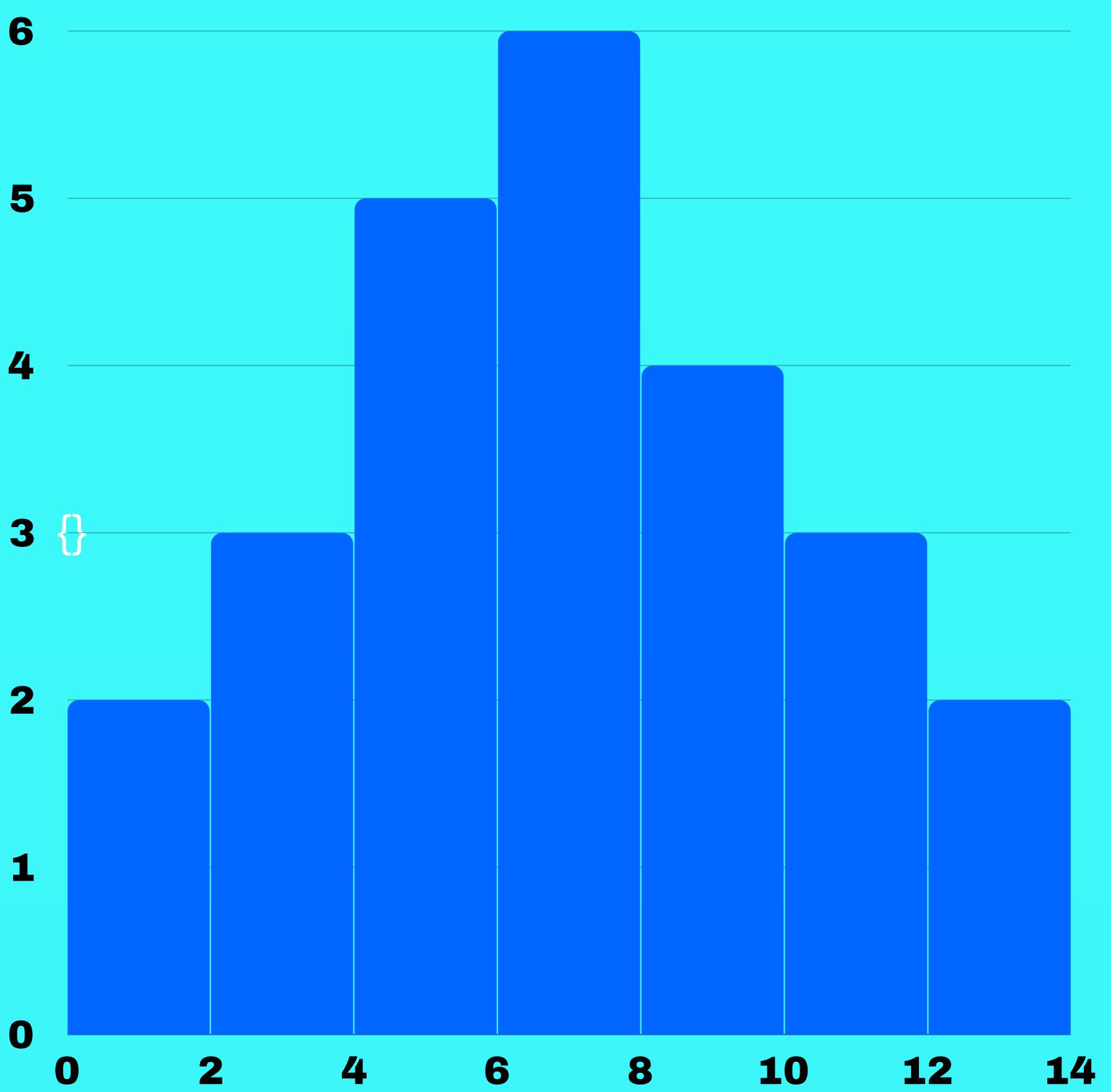
Formula – performance: By leveraging formulas and performance metrics in Excel, our solution provides a powerful and efficient tool for employee performance analysis enabling HR managers and leaders to make informed decisions and drive business success.

Pivot- summary: By leveraging pivot tables and summary reports in Excel, our solution provides a powerful and flexible tool for employee performance analysis, enabling HR managers and leaders to Make informed decisions and drive business success.

Graph-data visualization: By leveraging graphs and data visualization in excel our solution provides a powerful and intuitive tool for employee performance analysis, enabling HR managers and leaders to Make informed decisions and drive business success.

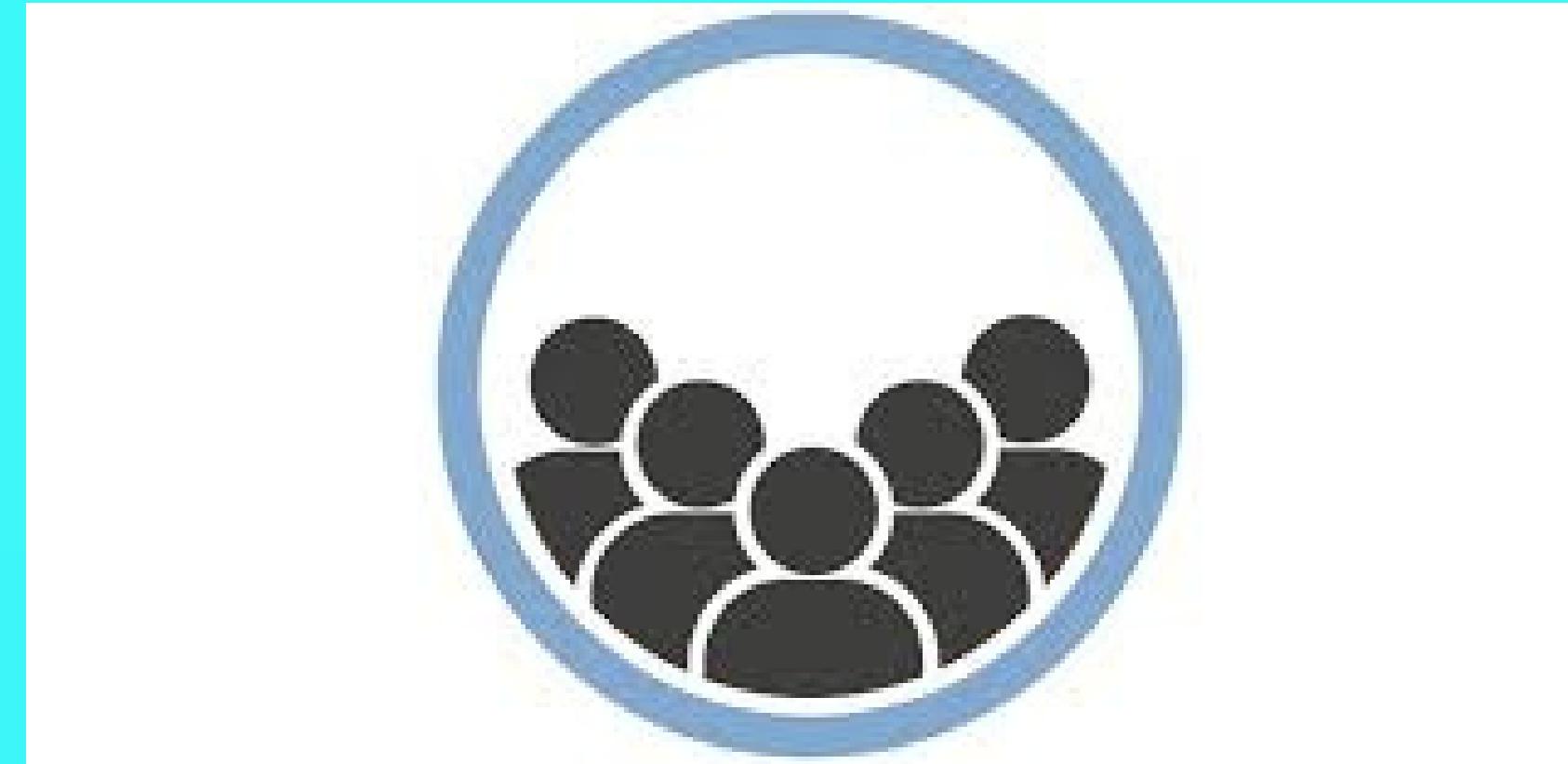
DATASET DESCRIPTION

Employee=kaggle
26-features
9-features
Emp id-num
Name-text
Name-text
Emp type
Performance level
Gender- male female
Employee rating-num



THE “WOW” IN OUR SOLUTION

Performance level: =IFS(Z4>=5,"VERY HIGH",Z4>=4,"HIGH",Z4>=3,"MED",TRUE,"LOW")



MODELLING

Data collection

- 1)kaggale
- 2)Search employment performance dataset
- 3)Then download Employmen data

Feature collection

- 1) Feature identify
- 2) colour filled blank values

Data cleaning

- 1) Missing values identify
- 2) Missing values filterout

Performance level

- 1)Calculate performance level
- 2)Using formula

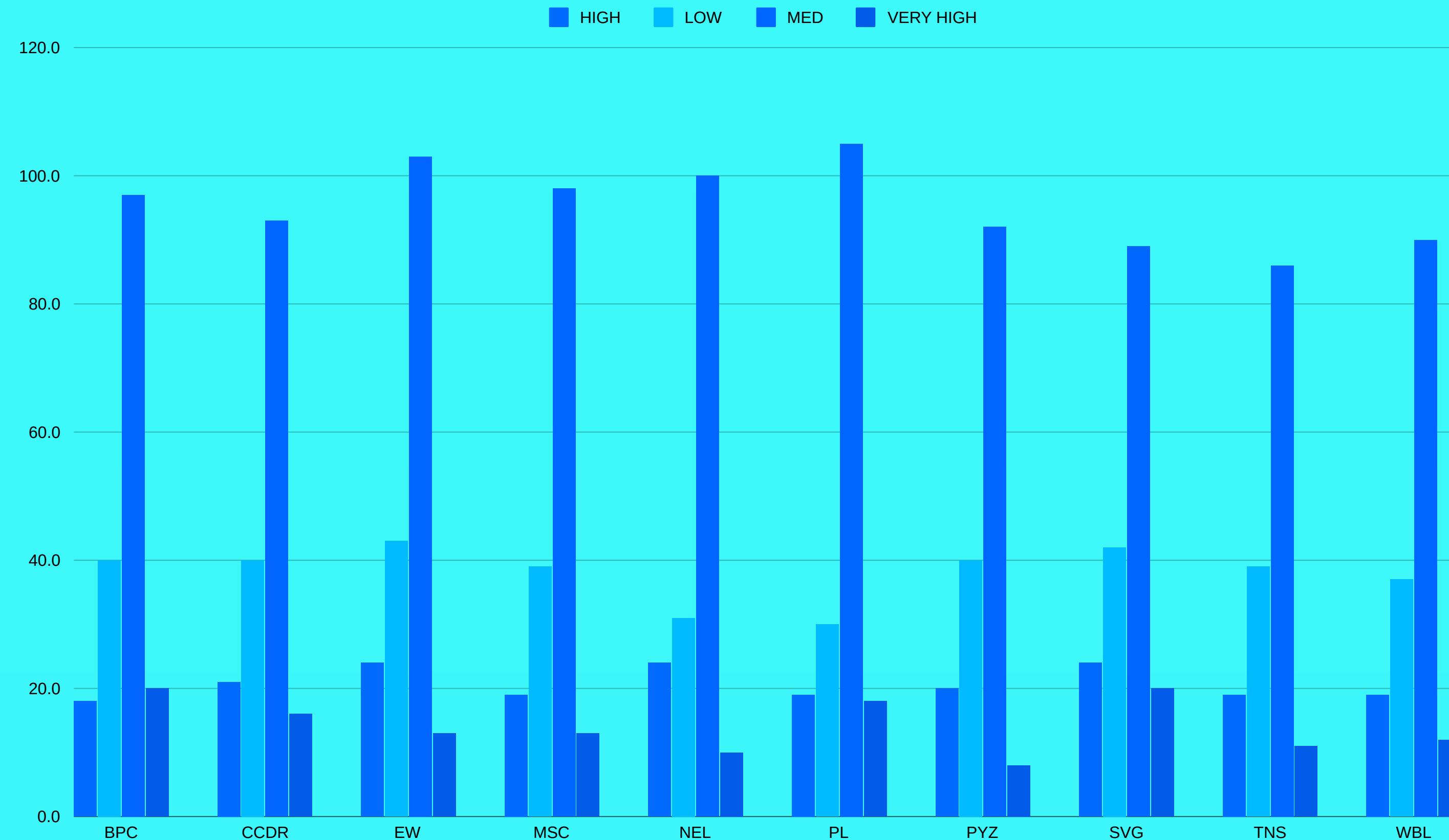
summary

- 1) open pivot table.
- 2) drag rows,cols,filters,values respectively businessunit,performance level, gender code, count of first name.
- 3) remove the blank option.

visulazation

- 1)put recommended graph
- 2)filterout the linear and exponential features
- 3)To get pie chart for our reference.

RESULT



CONCLUSION

Analyzing the employment performance dataset provides valuable insights into employee productivity, efficiency, and overall contribution to organizational goals.

Graphs play a crucial role in visualizing the data and useful for comparing individual employee performances.