

EMPLOYEE DATA ANALYSIS USING EXCEL

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A stylized, dark grey leaf graphic with several pointed, elongated leaves branching out from the top left corner, partially overlapping a large grey circle.

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

1. HOW CAN WE DEVELOP AN EFFECTIVE TRAINING PROGRAM TO ENHANCE EMPLOYEE SKILLS AND KNOWLEDGE, LEADING TO BETTER JOB PERFORMANCE?
2. WHAT ARE THE ROOT CAUSES OF HIGH EMPLOYEE TURNOVER, AND WHAT STRATEGIES CAN WE IMPLEMENT TO RETAIN TOP TALENT?

PROJECT OVERVIEW

**TO ANALYSE AND EVALUATE EMPLOYEE
PERFORMANCE IDENTIFY AREAS OF STRENGTH
AND IMPROVEMENT AND PROVIDE INSIGHTS FOR
INFORMED DECISION MAKING**



WHO ARE THE END USERS?

ORGANISATION



OUR SOLUTION AND ITS VALUE PROPOSITION

=IFS(Z8<=5"VERY HIGH ",Z8<=4,"High",Z8<=3,"Med",True,"low")- calculate employee performance

Pivot table -summary

Graph - data visualisation

Conditional formatting - finding blanks

Filters - removing missing values

Dataset description

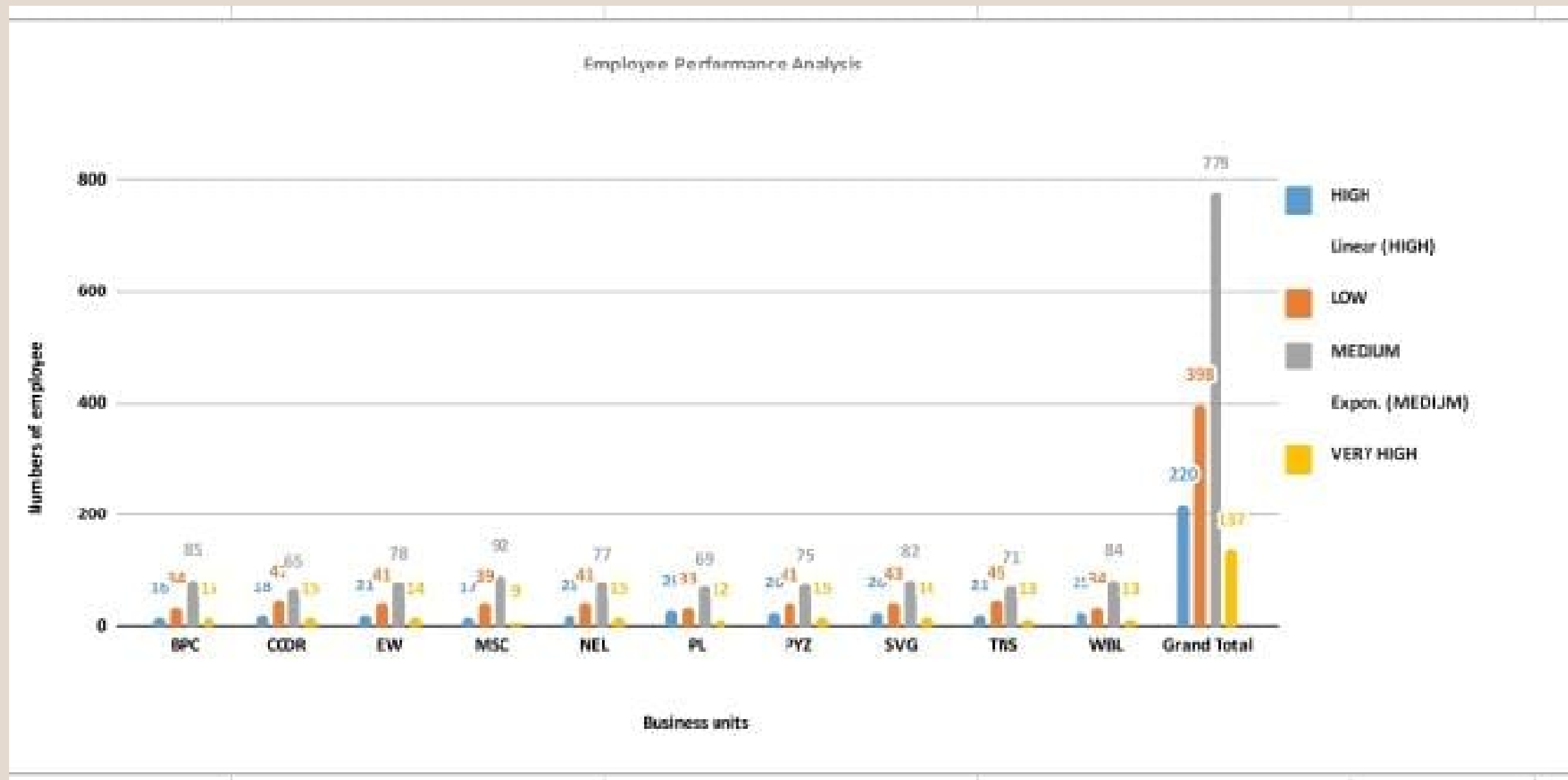
1. Employee data set = kaggle.com
2. Employee ID- numericals
3. Name- text form
4. Business unit
5. Gender code
6. Performance score
7. Current employee rating
8. Performance category

The "WOW" in your solution

Performance category

= IFS(Z8<=5,"very
high",Z8>=4"high",Z8>=3,"Med",True,"Low")

Results



<i>Count of FirstName</i>	<i>performance catagory</i>				
<i>BusinessUnit</i>	HIGH	LOW	MEDIUM	VERY HIGH	Grand Total
BPC	15	34	85	15	150
CCDR	13	47	65	15	145
EW	21	41	78	14	154
MSC	17	39	92	9	157
NEL	21	41	77	15	154
PL	23	33	69	12	143
PYZ	25	41	75	15	157
SVG	25	43	82	16	167
TNS	21	45	71	13	150
WBL	25	34	84	13	156
Grand Total	220	398	778	137	1533

Conclusion

Target encouragement and motivation medium level performing employee can be developed into high performing employees leading to a gradual increasing overall performance trends. By recognising and building on their strengths, providing Tailored support and resource and fostering a growth oriented culture, organisation can unlock the full potential of dark work force and drive sustained improvement in performance outcomes.



THANK YOU

