### **Employee Data Analysis using Excel**



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### **PROJECT TITLE**

**Employee Performance Analysis Based On Education level** 

## **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

The objective of the project is to analyze the relationship between the Education level And performance rating of dependents. The highest level of Education attained [ ranging from High school to PHD ] and Performance ratings ( categorized s below average, average, High, Low).

### PROJECT OVERVIEW

Identify patterns, trends, and correlations between Education level and Performance rating. Provide insights to inform strategies for supporting their academic or professional goals. It is crucial for identifying areas of strength and Weakness, informing support strategies and Optimizing resources.



#### WHO ARE THE END USERS?

- HUMAN RESOURCE DEPARTMENTS
- MANAGEMENT AND LEADERSHIP
- TEAM LEADERS AND SUPERVISORS
- EMPLOYEES
- EXECUTIVE LEADERSHIP
- BUSINESS ANALYSTS
- RECRUITERS

#### OUR SOLUTION AND ITS VALUE PROPOSITION



FILTERING-REMOVE VALUES

PIVOT TABLE - SUMMARY OF EMPLOYEE PERFORMANCE

BAR DIAGRAM - FINAL REPORT

## **Dataset Description**

Employee ID: A unique identifier assigned to each employee.

Age: The age of the employee, ranging from 18 to 60 years.

**Gender:** The gender of the employee

Years at Company: The number of years the employee has been working at the company.

**Job Role:** The department or role the employee works in, encoded into categories

such as Finance, Healthcare, Technology, Education, and Media.

**Number of Promotions:** The total number of promotions the employee has received.

Distance from Home: The distance between the employee's home and workplace,

in miles.

Job Level: The job level of the employee: (Entry, Mid, Senior)

Leadership Opportunities: Whether the employee has leadership opportunities:

(Yes or No)

**Company Reputation:** The employee's perception of the company's reputation:

(Very Poor, Poor, Good, Excellent)

Employee Recognition: The level of recognition the employee receives © Very Low,

Low, Medium, High)

### THE "WOW" IN OUR SOLUTION

**Effective data visualization makes it easier to present complex data in an engaging and understandable way.** 

**♦** Well-presented data can have a significant impact on decision-makers, helping to drive change and innovation.

### MODELLING

- **STEP-1**
- DOWNLOAD THE EMPLOYEE DATASET AND OPEN THE EMPLOYEE DATASET IN EXCEL.
- STEP-2
  SELECT THE ENTIRE DATAAND CLICK
  ON DATAAND CLICK ON FILTER OPTION.
- STEP-3 FILTER FROM ATO Z ORDER.
- **STEP-4**

SELECT THE ENTIRE DATAAND CLICK ON INSERT AND CLICK ON PIVOT TABLE TO CREATE PIVOT TABLE.

- STEP -5

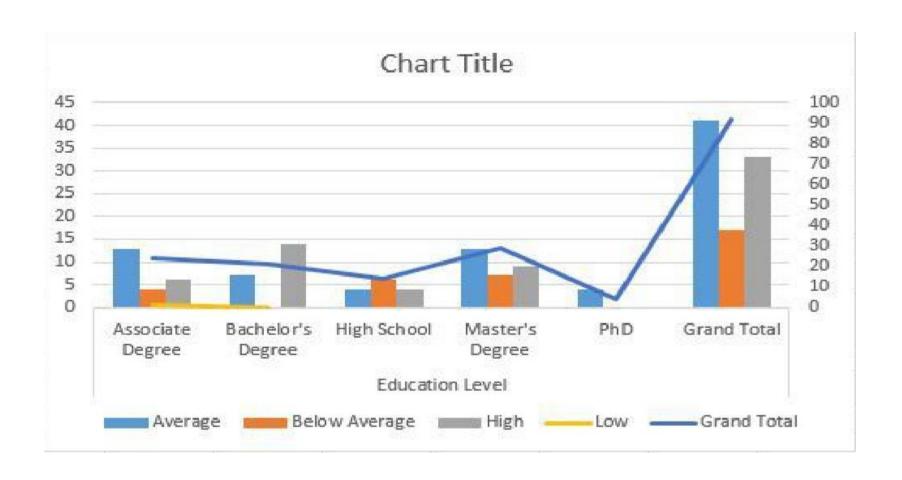
  DRAG THE NEEDED DATA AND CREATE A

  PIVOT TABLE.
- STEP -6
  SELECT THE PIVOT TABLE AND CLICK ON INSERT.
- STEP-7
  NOW CLICK ON THE CHART THAT YOU WANT.
- STEP-8
  THE CHART IS CREATED.

# RESULTS 1.TABLE

Grand Total	24	21	14	29	4	92
Low	1	0				1
High	6	14	4	9		33
Average Below Average	13	0	200	7		
nts Performa nce Rating	Associate Degree		High School	Master's Degree	PhD 4	Grand Total 41
SUM of Number of Depende	Educatio					

## 2. BAR DIAGRAM



## Conclusion

The analysis of dependents Higher education levels are generally associated with better performance ratings. Supporting dependents in achieving higher education levels may lead to improved performance outcomes. individual circumstances may influence performance ratings, particularly for those with lower education levels.

This analysis provides a foundation for further investigation into the complex relationships between education, performance, and support. By understanding these dynamics, we can develop targeted strategies to enhance dependents' academic and professional success.