


Employee Data Analysis using Excel



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PROJECT TITLE



Employee Performance Analysis using Excel

AGENDA

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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



WHY EMPLOYEE PERFORMANCE ANALYSIS ?

To track the performance of Employees in an organization.

To focus on the growth of the organization as well as the growth of the Employee.

To motivate the employees through appreciation' s, increments, promotions etc. Will make them to work more in a more effective manner.



PROJECT OVERVIEW



This Project analyzes employee performance using Excel, focusing on sales, customer satisfaction, and productivity.

Dashboards and reports visualize data, identifying areas for improvement and recommending enhancements to drive business growth.

WHO ARE THE END USERS?

The place where the Employee management categories and hierarchies will get benefits from the “ Employee Performance Analysis” .

They include :

- Employees

- Employer

- Managers

- Organization

- Various IT Sectors and Industries

OUR SOLUTION AND ITS VALUE PROPOSITION



Conditional Formatting _ To highlight the missing values.

Filtering _ To remove the missing values.

Formula (IFS) _ To calculate the employee performance level.

Pivot Table _ To summarize.

Graphical representation _ For data visualization.



Dataset Description

Employee Dataset Excel downloaded from Kaggle.com

It has 26 features but we considered only 9 features such as:

- * Employee ID (Numerical values)
- * First name & Last name (Text)
- * Employee type
- * Employee Status
- * Performance level
- * Gender code
- * Employee rating
- * Business Unit

THE "WOW" IN OUR SOLUTION

PERFORMANCE LEVEL

=IFS(Z8>=5,"very
high",Z8>=4,"high",Z8>=3,"med",TRUE,"low")

MODELLING

DATA COLLECTION _ downloaded from Kaggle.com.

FEATURE SELECTION _ Identified each and every feature related to employee data set in Excel.

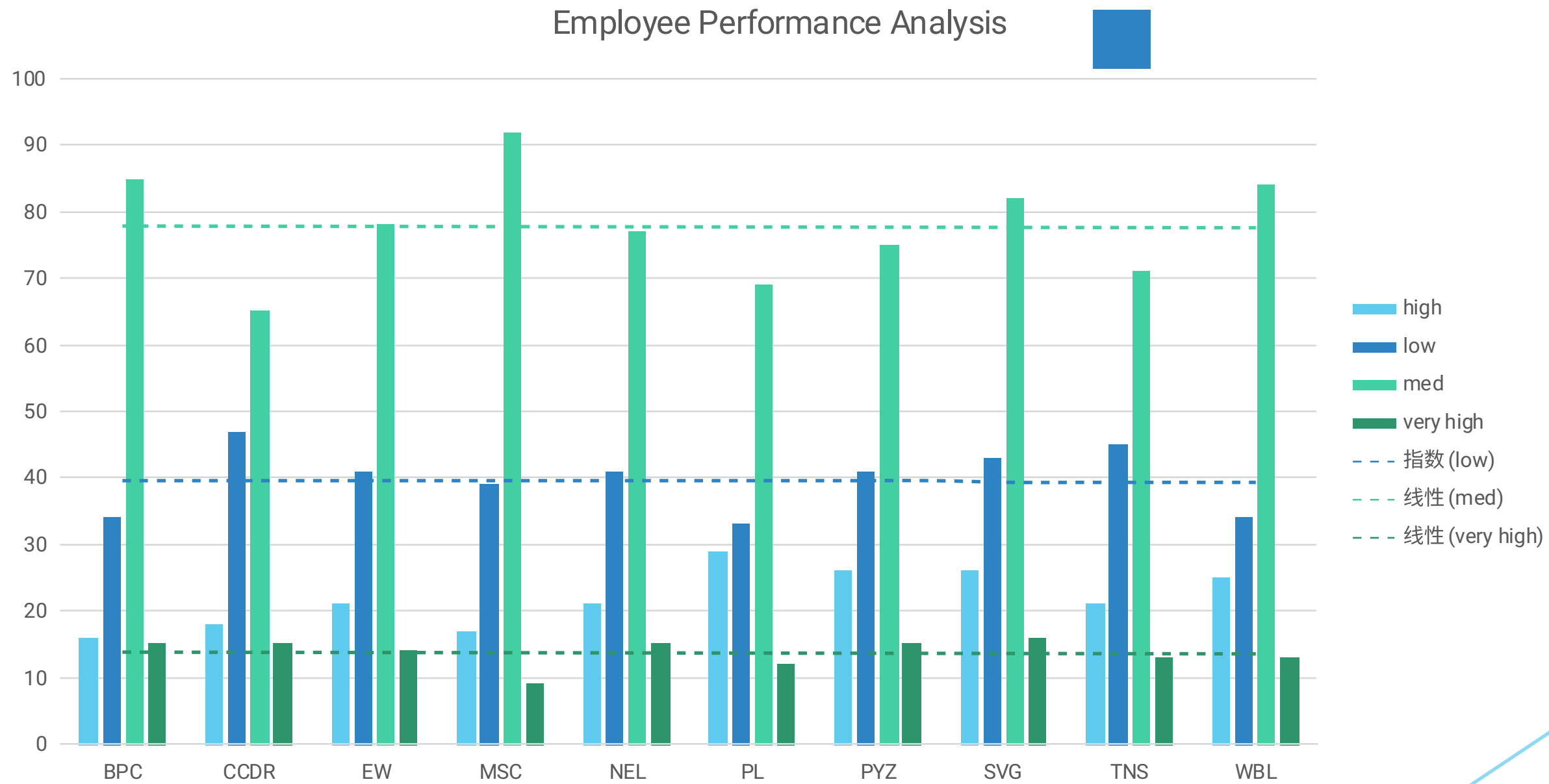
DATA CLEANING _ Identified the missing values and filtered out the same.

PERFORMANCE LEVEL _ Calculated the performance level of employees by considering the Current Employee Rating column in the given Excel.

PIVOT TABLE _ To summarize the employee performance analysis.

GRAPH _ To visualize the data through graphical representation.

RESULTS



Conclusion

The employee performance analysis reveals varying levels of performance among Full-time, Part-time and Temporary employees, ranging from very high to low & below average.

This insights will enable targeted interventions to improve productivity, address underperformance, and optimize workforce planning across different employee categories.