

## EMPLOYEE DATA ANALYSIS USING EXCEL

**STUDENT NAME:** M. Dhanush

**REGISTER NO:**122202608[asunm1429122202608]

**DEPARTMENT:** B.COM (CS)

**COLLEGE:** Alpha Arts and Science college

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

THE HUMAN RESOURCES DEPARTMENT OF (YOUR COMPANY NAME) SEEKS TO ANALYSE THE RELATIONSHIP BETWEEN EMPLOYEE PERFORMANCE AND SALARY.

## PROJECT OVERVIEW

IN ANY ORGANIZATION ENSURING THAT EMPLOYEE ARE FAIRLY COMPENSATED FOR THEIR PERFORMANCE IS CRITICAL FOR MAINTAINING MOTIVATING, REDUCING TURNOVER, AND ATTRACTING TOP TALENT.

## WHO ARE THE END USERS?

HR MANAGERS: TO ASSESS OVERALL EMPLOYEE PERFORMANCE TRENDS, IDENTIFY TRAINING NEEDS AND USE CASE METRICS FOR RECRUITMENT AND RETENTION STRATEGIES.

DEPARTMENT TRENDS: USE PERFORMANCE DATA TO VSET GOALS.

PERFORMANCE ANAYSIS: GENERATE REPORTS AND RECOMMENDATION FOR OPTIMISING THE PERFORMANCE MANAGEMENT PROCESS.

## OUR SOLUTION AND ITS VALUE PROPOSITION

PERFORMANCE BASED COMPENSATION: REAWARDED APPROPRIATELY

DATA-DRIVEN SALARY ADJUSTMENTS: REDUCING BIAS AND PROMOTING FAIRNESS

TRANSPARENCY TRUST: THE PLATFORMS PROMOTE TRANSPARENCY

RETENTION OF TOP TALENT : BY ENSURING THE COMPETITION

FORMULA: EXCEL FORMULAS

GRAPHS: FINAL REPORT

## DATASET DESCRIPTION

### BUSINESS UNITS COVERED:

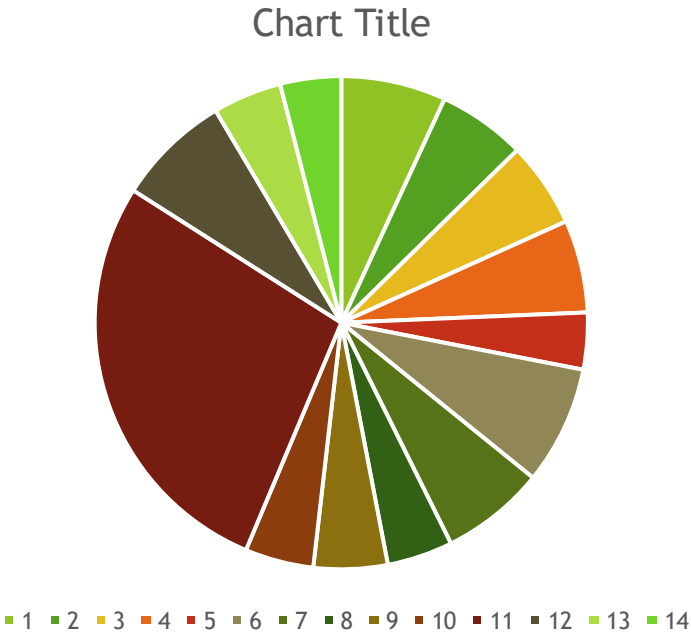
- TNS
- BPC
- WBL
- CCDR
- NEL
- SVG
- MSC
- EW
- PYZ
- PL

EMPLOYEE ID: PR00147 TO VT02417



THE “WOW” IN OUR SOLUTION

THE “WOW” IN OUR SOLUTION IS EMPLOYEES WITH HIGH  
RECOGNISED PERFORMIONG RATING.



## MODELLING

DATASET: EMPLOYEE DATASET

FEATURE SELECTION: WORK LOCATION

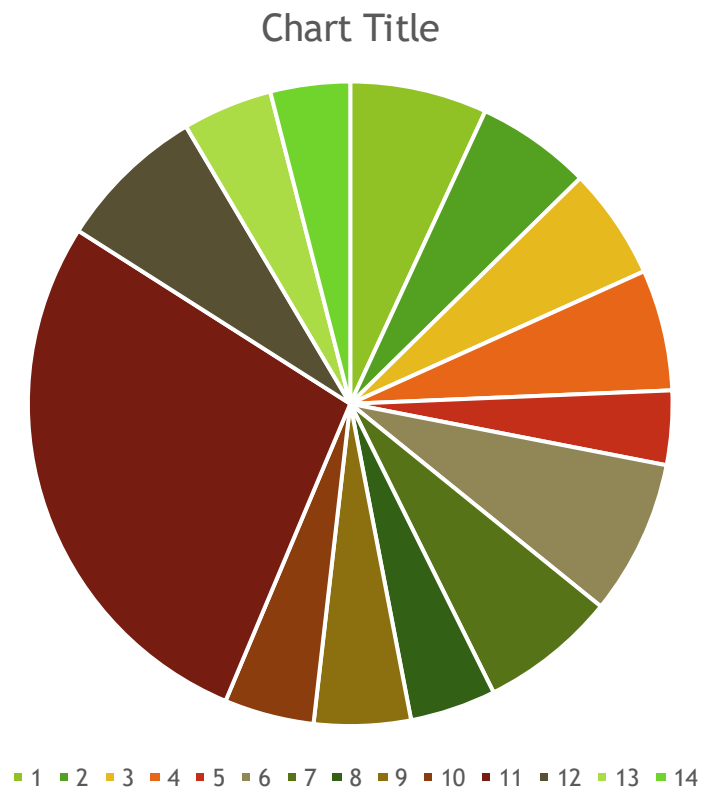
DATA CLEANING: MISSING VALUE, IRRELEVANT

FORMULA: PERFORMANCE CALCULATION, LOW, MEDIUM, HIGH,  
SUM

PIVOT TABLE AND CHART: SUMMARY, BUSINESS UNIT,  
GENDER, EMPLOYEE TYPE, EMPLOYEE ID, PERFORMANCE.

CHART: PIE, BAR, LINE, PIVOT CHART.

# RESULTS



## CONCLUSION

BY SYSTEMATICALLY EVALUATING PERFORMANCE METRICS ALONG SIDE SALARY DATA, ORGANIZATIONS CAN ENSURE THAT COMPENSATION IS DIRECTLY ALIGNED WITH EMPLOYEE CONTRIBUTIONS.