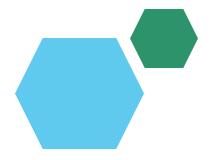
### **Employee Data Analysis using Excel**





STUDENT NAME: Abinaya R

REGISTER NO : 312215801

DEPARTMENT : B.Com(A&F)

COLLEGE : Shri Shankarlal Sundarbai

Shasun Jain College For Women



## PROJECT TITLE



## **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

- Inaccurate or biased evaluations
- Lack of transparency and consistency
- Inefficient use of manager's time
- Limited employee growth and development opportunities
- High employee turnover rates



### PROJECT OVERVIEW

- Design and implement a fair, transparent, and data-driven employee performance appraisal system that:
- Streamlines the evaluation process
- Enhances accuracy and consistency
- Supports employee growth and development
- Aligns with business objectives
- Improves overall employee experience



#### WHO ARE THE END USERS?

- Managers/Supervisors
- HR Business Partners
- Department Heads/Leaders
- Learning and Development Teams

### OUR SOLUTION AND ITS VALUE PROPOSITION



- Streamlines the evaluation process: Automates paperwork, reduces administrative burdens, and saves time for managers and employees.
- Enhances accuracy and consistency: Uses data analytics and objective criteria to minimize biases and ensure equitable evaluations.
- Supports employee growth and development: Provides personalized feedback, skill assessments, and tailored development plans to foster growth and career advancement.

# **Dataset Description**

- Employee data set taken from edunet dash board
- In dataset, out of 26 dats I took only 9 features out of it.
- The selected 10 features are listed below:
- 1. Employee ID
- 2. First name
- 3. Last name
- 4. Business unit
- 5. Employee type
- 6. Employee Status
- 7. Employee classification type
- 8. Gender code
- 9. Performance Score
- 10. Current employee rating

### THE "WOW" IN OUR SOLUTION





=IFS(Z8>=5,"VERY HIGH",Z8>=4,"HIGH",Z8>=3,"MED",TRUE,"LOW")

## MODELLING

#### 1) DATA COLLECTION

The data has been collected through Edunut dash board.

#### 2) FEATURE COLLECTION

The listed 10 features were taken for the analyses of data

#### 3) DATA CLEANING

Identifying the missing values Filtering of those missing values.

#### 4) CALCULATION OF PERFORMANCE LEVEL

By considering the Current employee rating, I found the performance level using the formula.

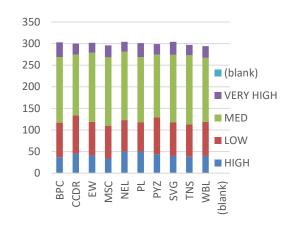
#### 5)SUMMARY OF PIVOT LEVEL

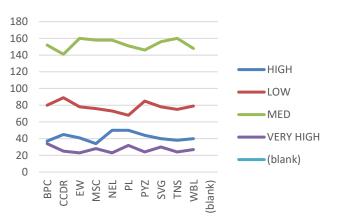
Segregating od certain features to rows, colums, heading and so on.

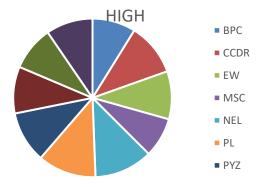
#### 6) VISUALIZATION:

Once completed with pivot table, created the graph for precise visualization.

## **RESULTS**







## conclusion

In conclusion, employee performance appraisals are a crucial aspect of talent management in any organization. By leveraging technology, data analytics, and fair evaluation methods, businesses can:

- Enhance employee engagement and motivation
- Improve performance and productivity
- Develop and retain top talent
- Foster a culture of continuous feedback and growth
- Drive business success through aligned objectives