Employee Data Analysis using Excel

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PROJECT TITLE

Employee performance analysis based on business unit and performance source

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 purpose of employee performance analysis based on business unit and performance source is to identify high and low-performing units, assess the effectiveness of performance evaluation methods, and align performance with organizational goals.

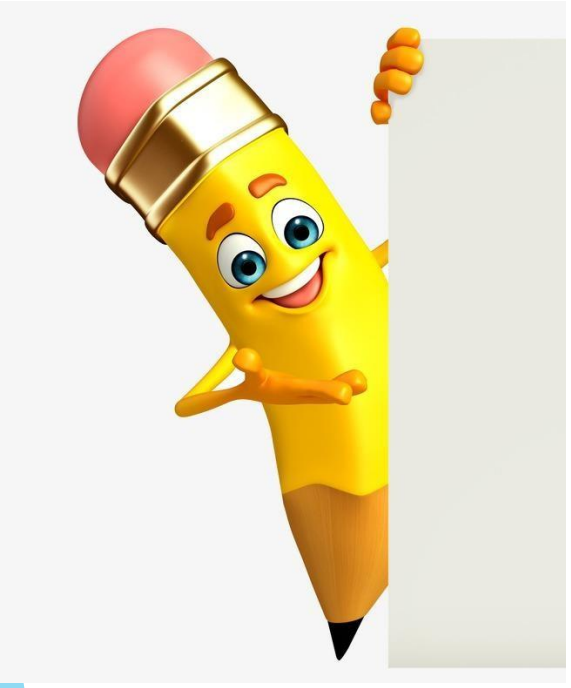
PROJECT OVERVIEW

Employee analysis involves analyzing employee performance data across different business units and from various performance sources. The project aims to enhance decision making, optimize resource allocation, ultimately improving overall organizational performance.

WHO ARE THE END USERS?

- **HUMAN RESOURCES DEPARTMENT**
- **MANAGEMENT AND LEADERSHIP**
- **TEAM LEADERS AND SUPERVISORS**
- **EMPLOYEES**
- **EXECUTIVE LEADERSHIP**
- **BUSINESS ANALYSTS**
- **RECRUITERS**
- **COMPENSATION AND BENEFITS SPECIALISTS**

OUR SOLUTION AND ITS VALUE PROPOSITION



FILTERING- REMOVE VALUES

PIVOT TABLE - SUMMARY OF EMPLOYEE PERFORMANCE

CATTER DIAGRAM - FINAL REPORT

Dataset Description

EMPLOYEE DATA SET- NAN MUDHALVAN PORTAL

EMPLOYEE ID- ALPHANUMERIC(TEXT)
NAME- ALPHABETICAL(TEXT)
GENDER- ALPHABETICAL(TEXT)
DEPARTMENT - ALPHABETICAL(TEXT)
SALARY - NUMERICAL
START DATE - ALPHANUMERIC(TEXT)
FTE- NUMERICAL
EMPLOYEE TYPE- ALPHABETICAL(TEXT)
EMPLOYEE LOCATION- ALPHABETICAL(TEXT)
CURRENT EMPLOYEE RATING- NUMERICAL
TITLE- ALPHABETICAL(TEXT)
BUSINESS UNIT- ALPHABETICAL(TEXT)
PERFORMANCE RATE-NUMERICAL
PAY ZONE - ALPHABETICAL(TEXT)
EMPLOYEE TYPE- ALPHABETICAL(TEXT)
EMPLOYEE STATUS- ALPHABETICAL(TEXT)

THE "WOW" IN OUR SOLUTION

- **our solution stands out due to its comprehensive integration of diverse performance data sources, offering a multifaceted view of employee performance.**
- **The advanced analytics capabilities, including real-time dashboards and interactive visualizations, allow users to explore data dynamically.**

MODELLING

- **STEP -1**

DOWNLOAD THE EMPLOYEE DATASET AND OPEN THE EMPLOYEE DATASET IN NAN MUDHALVAN.

- **STEP -2**

SELECT THE ENTIRE DATAAND CLICK ON DATAAND CLICK ON FILTER OPTION.

- **STEP -3**

SORT 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**

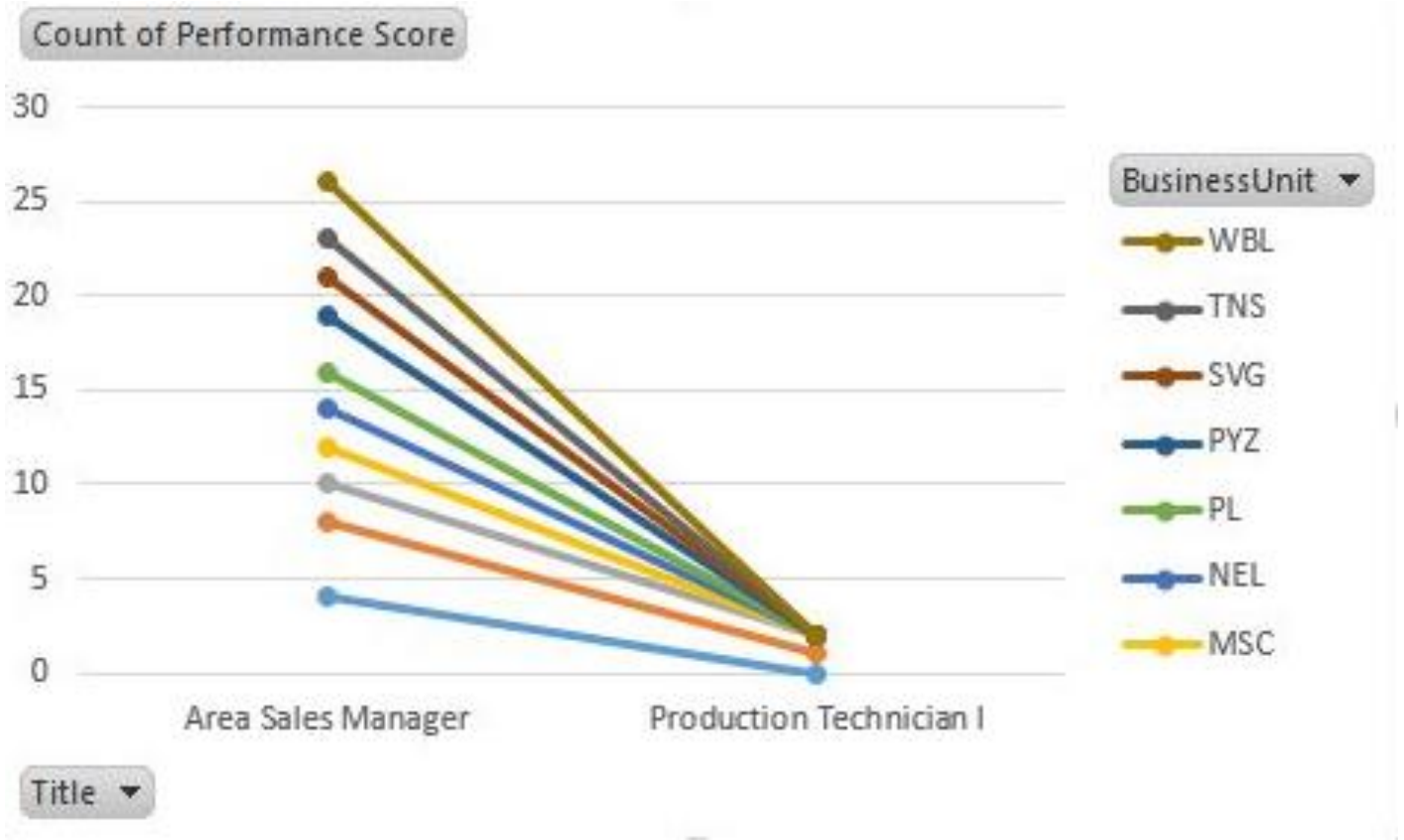
  NOW CLICK ON THE CHART THAT YOU WANT.
- **STEP -8**

  THE CHART IS CREATED.

RESULTS
1.TABLE

Count of Performance Score	Column Labels									
Row Labels	BPC	CCDR	EW	MSC	NEL	PL	PYZ	SVG	TNS	WBL	Grand Total
Area Sales Manager	4	4	2	2	2	2	3	2	2	3	26
Production Technician I		1	1								2
Grand Total	4	5	3	2	2	2	3	2	2	3	28

2. CATTER DIAGRAM



conclusion

The dataset reveals insightful patterns in employee performance across various business units and demographics. By analyzing attributes such as salary, current employee rating, and performance rate, we identified significant correlations between these factors and overall performance.

Implementing the recommendations derived from this analysis can enhance decision-making processes and align employee performance with organizational goals. It highlights the value of detailed data analysis in driving strategic improvements and achieving better performance outcomes.