

# **EMPLOYEE DATA ANALYSIS USING EXCEL**

# Employee Data Analysis Using Excel

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# Project Title

## **Employee Performance Analysis Using Excel**

# Agenda

- 1. Problem Statement**
- 2. Project Overview**
- 3. End User**
- 4. Our Solution and Proposition**
- 5. Dataset Description**
- 6. Modelling Approach**
- 7. Results and Discussion**
- 8. Conclusion**

# Problem Statement

**AS a student, I need to better understand about employee data to identify trends, optimize talent management, and improve overall business performance. However employee data is currently scattered across multiple sources, and we lack a comprehensive analysis framework to extract actionable insights.**

# Project Overview

- 1. Data collection and cleaning**
- 2. Performance metric definition and calculation**
- 3. Excel model design and development**
- 4. Dashboard creation and visualization**
- 5. Testing, validation, and refinement**

# Who are the end user

**1.Employer**

**2.Employee**

**3.Organisation**

**4.Industries**

**5.IT Sector**

# Our Solution And Its Value Proposition

**Filtering - Missing values**

**Conditional formating**

**Pivot table**

**Chart, graph**

**Sorting**



# Dataset Description

**Employee data set - Kaggle**

**26 features**

**Feature- 9 features**

**Employee ID**

**Gender - Male, Female**

**Performance**

**Business unit**

**Name**

**Rating- Numerical**

# THE "WOW" IN OUR SOLUTION

- 1. Automated data visualization**
- 2. Customizable performance metrics**
- 3. Predictive analytics**
- 4. Employee bench marketing**
- 5. personalized development plans**
- 6. Real time feedback and coaching**

# Modelling

**Model 1: Simple performance scorecard**

**Model 2: performance matrix**

**Model 3: Trend analysis**

**Model 4: correlation analysis**

**Model 5: predictive analysis**

**Model 6: Employee benche marketing**

# Results

**Results provide a data driven understanding of employee performance, highlighting strengths. Weakness, and areas for improvement. By leveraging these insights, organization can make informed decisions to optimize workforce performance and drive business success.**

# Conclusion

- 1. Data-driven decision-making**
- 2. Enhanced performance management**
- 3. Improved workforce planning and development**
- 4. Increased transparency and accountability**
- 5. Better alignment of employee performance with business objectives**