Employee Data Analysis using Excel

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PROJECT TITLE

EMPLOYEE PERFORMANCE BASED ON GENDER AND EMPLOYEE RATING

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

 To identify whether there are any disparities in performance evaluations and ratings between male and female employees, and to explore how these ratings correlate with actual performance metrics. This analysis seeks to determine if gender biases exist in performance evaluations for promoting fairness and equity in the workplaces.

PROJECT OVERVIEW

Employee performance analysis, also known as performance appraisal, performance review, or evaluation, is a structured process for evaluating an employee's job performance and contribution to a company. The purpose is to learn more about the employee's strengths and weaknesses, provide constructive feedback , and help set goals for the future

WHO ARE THE END USERS?

- HUMAN RESOURCE DEPARTMENTS
- MANAGEMENT AND LEADERSHIP
- TEAM LEADERS AND SUPERVISORS
- EMPLOYEES
- EXECUTIVE LEADERSHIP
- BUSINESS ANALYSTS
- RECRUITERS

OUR SOLUTION AND ITS VALUE PROPOSITION

FILTERING - REMOVEVALUES
PIVOTTABLE - SUMMARYOFWORK
LIFEBALANCEANALYSIS
BAR DIAGRAM - FINAL REPORT

DATASET DESCRIPTION

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

Empirical results demonstrate that work-life balance positively influences jobsatisfaction and performance. Our empirical findings also revealed that jobsatisfaction partially mediates the relationship between work-life balance and job performance.

MODELLING

● STEP-1
DOWNLOADTHE EMPLOYEE DATASET AND   OPEN THE EMPLOYEEDATASETIN EXCEL.

● STEP-2
 SELECTTHE ENTIREDATAANDCLICK ON DATAANDCLICK ON FILTEROPTION.

● STEP-3
FILTER FTP FROMATOZORDER.

● STEP-4
 SELECTTHE ENTIREDATAANDCLICK ON INSERT ANDCLICKON PIVOTTABLE TO CREATEPIVOTTABLE.

● STEP-5
DRAGTHE NEEDEDDATAANDCREATE A PIVOT TABLE.
● STEP-6
SELECTTHEPIVOTTABLEANDCLICKON INSERT.
● STEP-7
NOWCLICKON THECHARTTHATYOU WANT.
● STEP-8
THE CHARTISCREATED.

RESULTS

1.TABLE

Sum of Current Employee Rating	Column Labels		
Row Labels	Female	Male	Grand Total
IT/IS		9	9
Production	4	3	7
Sales	38	56	94
Grand Total	42	68	110

2.BAR DIAGRAM

CONCLUSION

The analysis of employee performance highlights important patterns in workplace evaluations. It is essential to consider how gender may influence perceptions and ratings, ensuring that biases do not skew the assessment of performance. By addressing potential disparities and fostering a culture of fairness, organizations can create a more inclusive environment where employee performance is accurately and equitably recognized, allowing all individuals to contribute to their fullest potential