## Employee Data Analysis using Excel

STUDENT NAME: HARINI R

REGISTERNO: A030B8DDF42F3DE948D4FE0B5FD4BA7D,122201821

DEPARTMENT: B.COM(CORPORATE SECRETARYSHIP)

**COLLEGE: MEENAKSHI COLLEGE FOR WOMEN** 

100

#### 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.

5.00

## 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

500

#### 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.

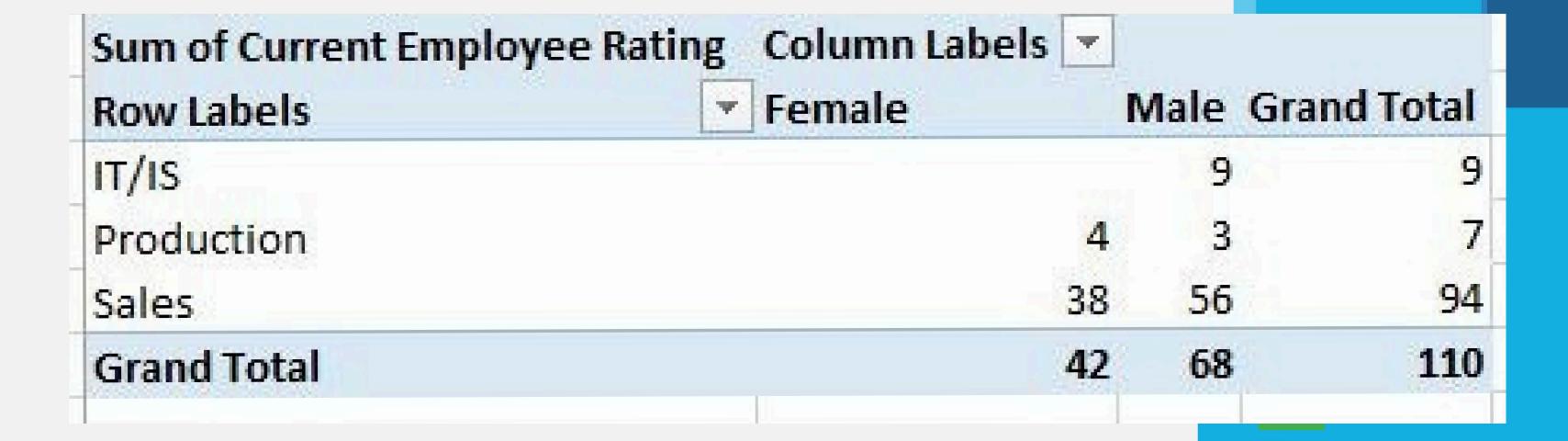
## MODELLING

- 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



## 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