

# Employee Data Analysis using Excel



STUDENT NAME : HARISH L  
REGISTER NO : 312213191  
DEPARTMENT : F0000DB7F37FCA4B4BB45CCB5CE65742  
COLLEGE : B COM (ACCOUNTATING & FIANANCE )  
: TAGORE OF COLLEGE ARTS & SCIENCE  
CHROMPET ,CHENNAI - 44



**PROJECT TITLE**



# **Employee Performance Analysis using Excel**

# 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



IDENTIFY THE KEY FACTORS THAT CONTRIBUTE TO  
HIGH EMPLOYEE PERFORMANCE WITHIN OUR  
ORGANIZATION



# PROJECT OVERVIEW

- THE PROJECT AIMS TO ANALYSE VARIOUS EMPLOYEE ATTRIBUTES AND WORKPLACE FACTORS TO UNDERSTAND THEIR IMPACT ON EMPLOYEE PERFORMANCE. THE FINDINGS WILL INFORM HR POLICIES, TRAINING PROGRAMS, AND MANAGEMENT PRACTICES TO FOSTER A HIGH – PERFORMING WORK FORCE.



# WHO ARE THE END USERS?

- HR PROFESSIONALS
- MANAGEMENT
- EMPLOYEE

# OUR SOLUTION AND ITS VALUE PROPOSITION



CONDATIONAL FORMATING – MISSING CELL  
PIVOT – SUMMARY  
FORMULA – PERFORMANCE  
GRAPH – DATA VISULIZATION  
FLITER – REMOVE MISSING CELL

# Dataset Description

EMPLOYEE DATA SET = NAAN MULDHAVAN

26-FEATURE

EMPLOYEE ID

FIRST & LAST NAME

EMPLOYEE TYPE

GENDRE

PERFORMANCE LEVEL

EMPLOYER RATING



# THE "WOW" IN OUR SOLUTION



•=IF(Z14>=5,"VERYHIGH",IF(Z14>=4,"HIGH",IF(Z14>=3,"MEDIUM","LOW")))

THE FORMULA USED FOR CALCULATION OF PERFORMANCE LEVEL



# MODELLING

## DATA COLLECTION

- SOURCE NAAN MULDHAVAN

## FEATURE COLLECTION

- NAME ,PERFORMANCE LEVEL ,SALRY,JOB FUNCTION ,DEPARTMENT ,ACTIVE STATUS ETC

## DATA CLEANING

- REMOVE MISSING VALUES
- CONVERT CATEGORICALS VARIABLE INTO NUMERICAL FORMAT

## PERFORMANCE LEVEL SEGEMENTED ON THE BASIS OF

- VERY HIGH
- HIGH
- MEDIUM
- LOW

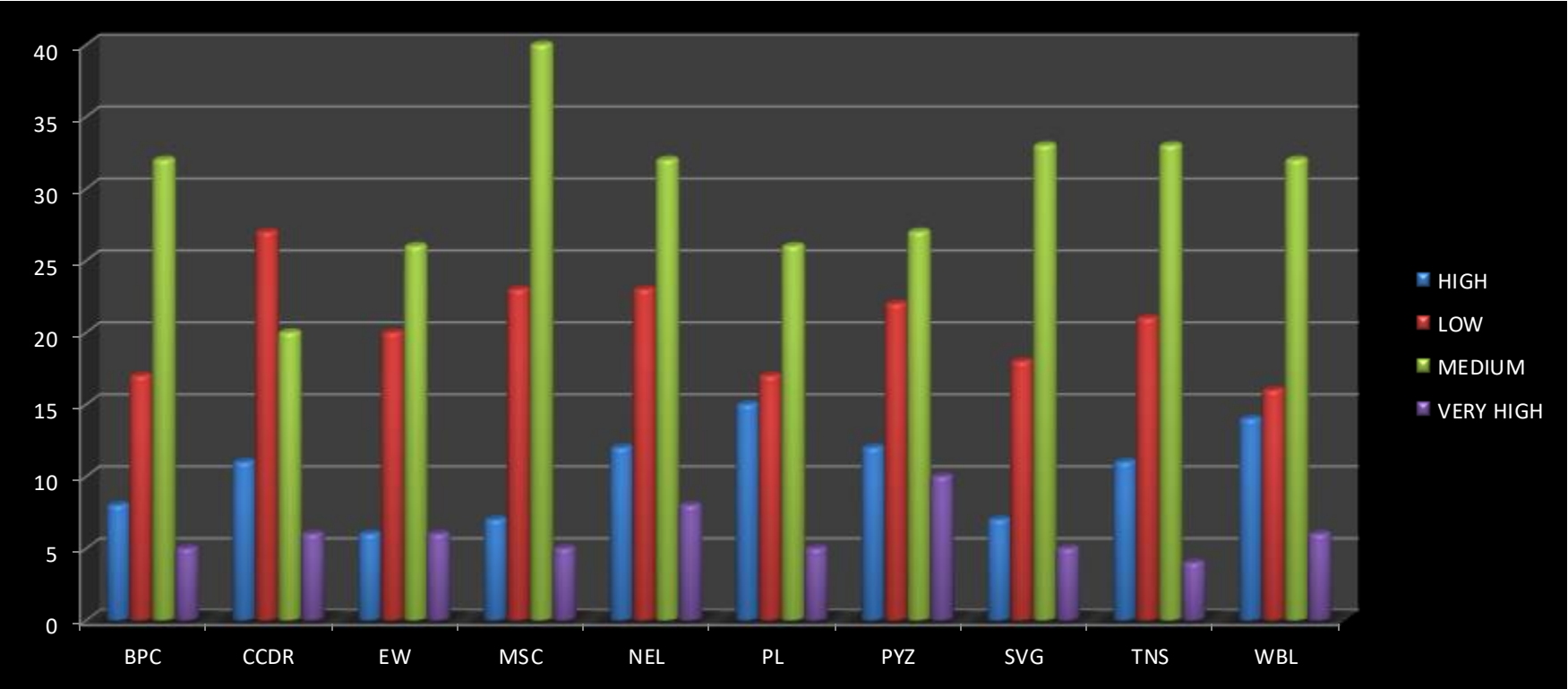
# MODELLING

## SUMMARY

THIS ANALYSIS USED EXCEL TO ANALYSE EMPLOYEE PERFORMANCE DATA COLLECTED FROM THE MUDHALVAN PORTAL . KEY FEATURE INCULDED ,PERFORMANCE LEVEL WERE CATEGORIZED USING IF FORMULA AND VISULATION IN A PIVOT TABLE . THIS ANALYSIS PROVIDES INSIGHSTS INTO EMPLOYEE PERFORMANCE DISTRIBUTION AND CAN INFORM HR STRATEGIES FOR IMPROVEMENT .

# RESULTS

EMPLOYEE PERFORMANCCE ANALYSIS



# conclusion

THE RESULTS DEMONSTRATE THAT OUR TRAINING PROGRAMS ARE VALUABLE IN IMPROVING EMPLOYEE SKILL AND PERFORMANCE .