

Employee Performance Analysis Using Excel

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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

1. Performance Disparity
2. Employee Classification and Performance
3. Termination Patterns
4. Diversity and Performance
5. Business Unit Performance

PROJECT OVERVIEW

1. Performance Variability
2. Employment Type and Performance
3. Termination and Performance
4. Demographic Distribution
5. Job Functions and Performance
6. Zones and Performance

WHO ARE THE END USERS?

1. HR Department
2. Supervisors/managers
3. Employee Development Team
4. Business Unit Leaders
5. IT Department
6. Compliance Officer
7. Data Analysts
8. Executives/Leadership

OUR SOLUTION AND ITS VALUE PROPOSITION

1. Data-driven insights
2. Personalized Development
3. Streamlined Performance Management
4. Compliance and Risk Management
5. Strategic Workforce Planning

DATASET DESCRIPTION

EMPLOYEE ID: Unique identifier for each employee in the organization.

FIRST NAME: The first name of the employee.

PAY ZONE: The pay zone or salary band to which the employee's compensation falls.

DEPARTMENT TYPE: The broader category or type of department the employee's work is associated with.

CURRENT EMPLOYEE RATING: The current rating or evaluation of the employee's overall performance.

MODELLING

Data set: Kaggle, Employee dataset

Feature Selection:

Data Cleaning: Missing values, Irrelevant

Pivot Table: Employee ID, First Name, Payzone, DepartmentType, Current
Employee Rating.

Performance:

Report: Slicer

Chart:

RESULTS



CONCLUSION

The employee performance data reveals a diverse workforce with varying performance levels, job functions, and termination reasons. Key observations include:

- High-performing employees (Exceeds/ Fully Meets) are present across different business units and job functions.
- Part-time and temporary employees are spread across various zones and departments.
- Termination reasons vary, with some employees resigning, retiring, or having their contracts ended.
- Performance scores and ratings indicate areas for improvement, particularly for employees with “Needs Improvement” ratings.

To leverage these insights, the organization should

- Develop targeted training programs to enhance employee performance and address skill gaps.
- Foster a culture of diversity, equity, and inclusion, promoting equal opportunities for growth and development.
- Implement strategic workforce planning to optimize talent acquisition, succession planning, and resource allocation.
- Regularly analyze and act upon employee performance data to drive business growth and maintain a competitive edge.

REFERENCE

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