# 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

- Performance Disparity
- 2. Employee Classification and Performance
- 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

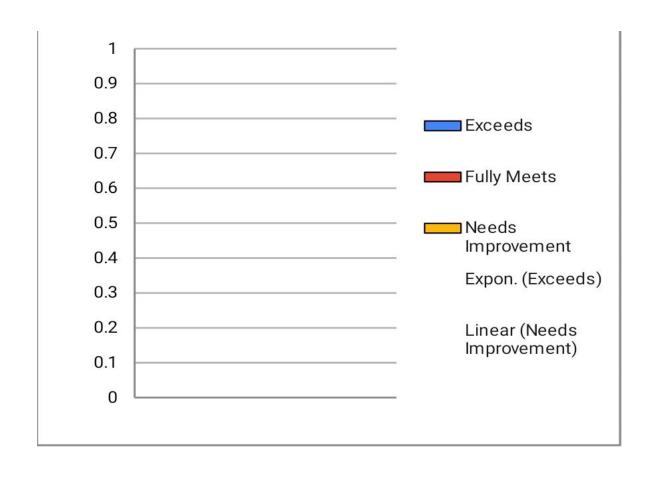
Employee Rating.

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

NIRMALA.P K.C.S.KASI NADAR COLLEGE OF ARTS AND SCIENCE