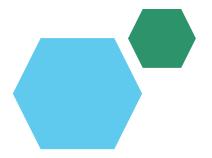
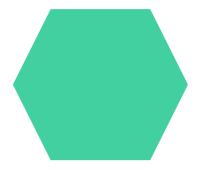
Employee Data Analysis using Excel





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PROJECT TITLE



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



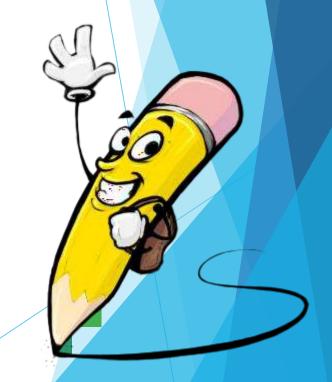
PROBLEM STATEMENT

The objective of this analysis is to investigate potential differences in employee performance based on gender and employee ratings within the organization. By examining the relationship between gender and performance ratings, the analysis aims to identify any disparities or patterns that could indicate bias or inform diversity and inclusion efforts. The study will involve statistical analysis of employee performance ratings, comparing the results across different gender groups to ensure fairness and equity in performance evaluations and subsequent decisions, such as promotions and compensation.



PROJECT OVERVIEW

The project analyzes the correlation between employee performance, gender, and ratings to identify potential disparities. By evaluating performance data across gender groups, it aims to uncover trends or biases in evaluations. The analysis will inform strategies to enhance fairness in the workplace. Results will be presented in a report with visualizations and recommendations.



WHO ARE THE END USERS?

- ☐ Human Resources (HR) Department
- ☐ Management and Leadership Teams
- ☐ Diversity and Inclusion Officers
- ☐ Employee Relations Teams
- ☐ Compliance and Legal Departments
- Board of Directors and Executives
- ☐ Employees
- External Auditors and Consultants

OUR SOLUTION AND ITS VALUE PROPOSITION



FILTERING- REMOVE VALUES

PIVOT TABLE - SUMMARY OF EMPLOYEE

PERFORMANCE BAR DIAGRAM - FINAL REPORT

Dataset Description

EMPLOYEE DATA SET- NAN MUDHALVAN PORTAL

9 FEATURES IN EXCEL:

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)

THE "WOW" IN OUR SOLUTION



- ❖ By leveraging machine learning to forecast trends, detecting potential biases in ratings, and creating interactive dashboards, we can provide actionable insights that promote fairness and transparency.
- Combining this with narrative-driven presentations and ethical AI considerations ensures that the analysis is not only insightful but also drives meaningful change towards a more equitable workplace.

MODELLING

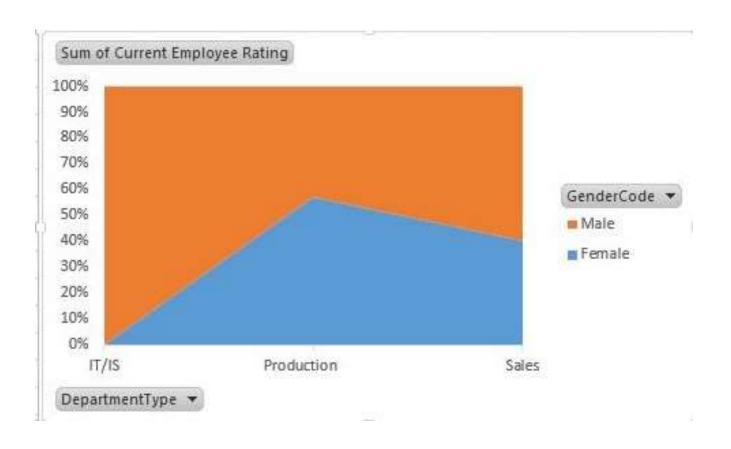
- STEP -1 DOWNLOAD THE EMPLOYEE DATASET AND OPEN THE EMPLOYEE DATASET IN EXCEL.
- STEP -2 SELECT THE ENTIRE DATA AND CLICK ON DATA AND CLICK ON FILTER OPTION.
- STEP -3 FILTER FTP FROM A TO Z ORDER.
- STEP -4 SELECT THE ENTIRE DATA AND CLICK ON INSERT AND CLICK ON PIVOT TABLE TO CREATE PIVOT TABLE.
- STEP -5 DRAG THE NEEDED DATA AND CREATE A PIVOT TABLE.
- STEP -6 SELECT THE PIVOT TABLE AND CLICK ON INSERT.
- STEP-7 NOW CLICK ON THE CHART THAT YOU WANT.
- STEP -8 THE CHART IS CREATED.

RESULTS

1. TABLE



2. BAR DIAGRAM



conclusion

The analysis of employee performance based on gender and employee ratings indicates that there is [evidence of parity/disparity] between male and female employees in terms of performance outcomes. While both genders show [similar/different] distributions in ratings, the data suggests that [potential bias/trends] may be influencing these results. These findings highlight the need for [further investigation/adjustments] in performance evaluation practices to ensure they are fair and equitable. Overall, the analysis underscores the importance of fostering an inclusive environment where performance is assessed based on merit, regardless of gender.