Employee Data Analysis using Excel

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PROJECT TITLE

Employee Performance Analysis Based on Job role, Job level and Number of promotion 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

To analyze employee performance in relation to job role, job level, and number of promotions within the organization, leveraging Excel to identify patterns and insights that can guide performance management and career development strategies.

PROJECT OVERVIEW

To investigate how employee performance is influenced by job role, job level, and the number of promotions within the organization, using Excel to identify key patterns and insights that can enhance performance management and career development strategies.
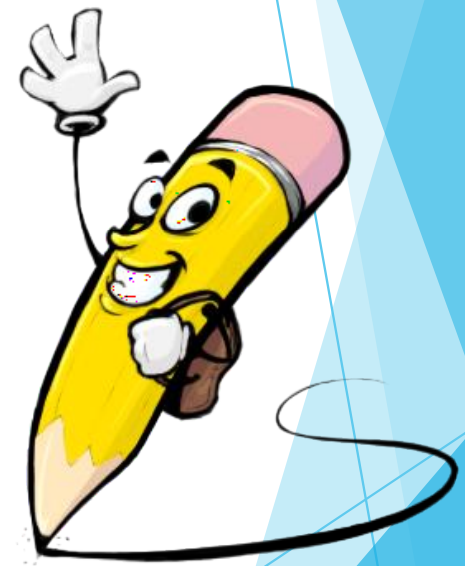
WHO ARE THE END USERS?

- HUMAN RESOURCE DEPARTMENTS
- MANAGEMENT AND LEADERSHIP
- TEAM LEADERS AND SUPERVISORS
- EMPLOYEES
- EXECUTIVE LEADERSHIP
- BUSINESS ANALYSTS
- RECRUITERS

OUR SOLUTION AND ITS VALUE PROPOSITION

PIVOT TABLE – SUMMARY OF EMPLOYEE PERFORMANCE

BAR DIAGRAM – FINAL REPORT

Dataset Description

● **EMPLOYEE DATA SET:** KAGGLE
● **9 FEATURES IN EXCEL:**
EMPLOYEE ID- ALPHANUMERIC(TEXT)
AGE- NUMERICAL
GENDER- ALPHABETICAL(TEXT)
JOB ROLE- ALPHABETICAL(TEXT)
NUMBER OF PROMOTIONS - NUMERICAL
DISTANCE FROM HOME - NUMERICAL
JOB LEVEL - ALPHABETICAL(TEXT)
LEADERSHIP OPPORTUITIES - ALPHABETICAL(TEXT)
COMPANY REPUTATION - ALPHABETICAL(TEXT)
EMPLOYEE RECOGNITION - ALPHABETICAL(TEXT)

● **3 FEATURES USED:**
JOB ROLE - ALPHABETICAL(TEXT)
JOB LEVEL- ALPHABETICAL(TEXT)
NUMBER OF PROMOTION- NUMERICAL

THE "WOW" IN OUR SOLUTION

This analysis offers a clear understanding of how job roles, job levels, and promotions influence employee performance. By addressing the identified trends and implementing the recommended strategies, the organization can foster a more effective, supportive, and performance-driven work environment. These insights not only enhance individual performance but also contribute to overall organizational success and employee satisfaction.

MODELLING

STEP-1

    DOWNLOAD THE EMPLOYEE DATASET AND OPEN THE EMPLOYEE DATASET IN EXCEL.

STEP-2

    SELECT THE ENTIRE DATA AND CLICK ON INSERT AND CLICK ON PIVOT TABLE TO CREATE PIVOT TABLE.

STEP-3

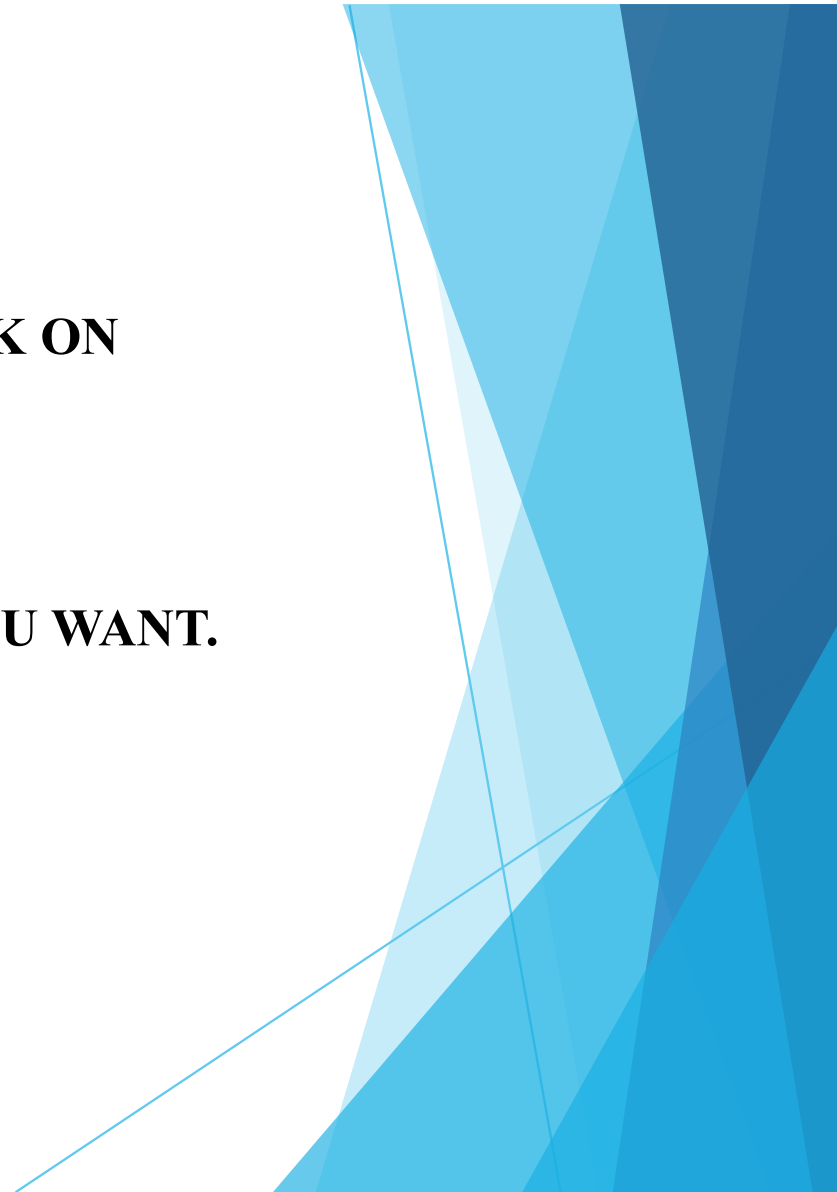   DRAG THE NEEDED DATA AND CREATE A PIVOT TABLE.

STEP-4

    SELECT THE PIVOT TABLE AND CLICK ON

    INSERT.

STEP-5

    NOW CLICK ON THE CHART THAT YOU WANT.

STEP-6

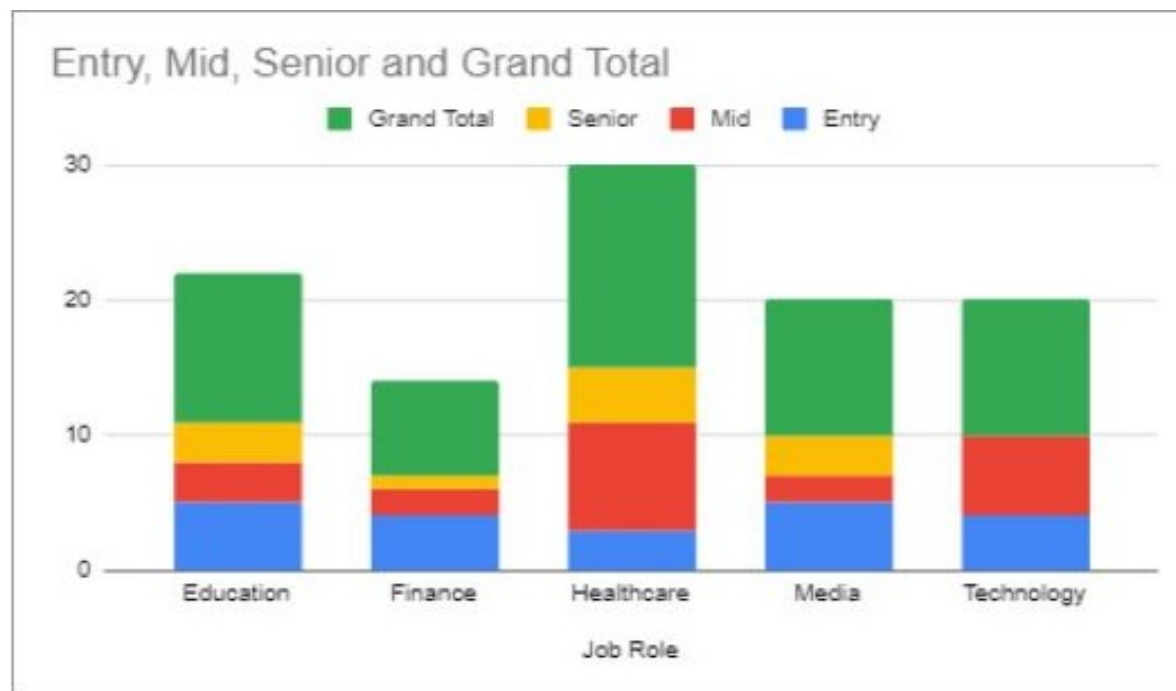   **THE CHART IS CREATED.**

RESULTS
1.TABLE

COUNTA of Gen Job Level				
Job Role	Entry	Mid	Senior	Grand Total
Education	5	3	3	11
Finance	4	2	1	7
Healthcare	3	8	4	15
Media	5	2	3	10
Technology	4	6		10
Grand Total	21	21	11	53

2. BAR DIAGRAM

Conclusion

The analysis of employee performance, segmented by job role, job level, and number of promotions, provides valuable insights into how these factors influence performance outcomes within the organization. By addressing the identified trends and implementing the recommendations, the organization can better support employee growth and optimize performance across all levels and roles.