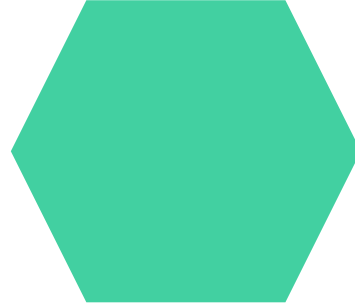


Employee Data Analysis using Excel



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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

Our organization is experiencing inconsistent employee performance, impacting productivity and team morale. Current performance evaluation methods are ineffective and lack standardization. We need to implement a structured performance analysis system to address these issues and improve overall efficiency.



PROJECT OVERVIEW

-



The project aims to implement a standardized performance analysis system to enhance how employee performance is assessed and managed. By reviewing existing evaluation methods and developing consistent criteria, the project will introduce tools for effective data collection and feedback. This approach will ensure fairer evaluations, boost productivity, and better align individual performance with organizational goals, ultimately increasing overall employee satisfaction and efficiency.



WHO ARE THE END USERS?



The end users of the performance analysis system are employees, who receive feedback for growth; managers, who evaluate and guide performance; HR professionals, who manage the process and support development; and organizational leaders, who use data for strategic decisions



OUR SOLUTION AND ITS VALUE PROPOSITION



1. CONDITIONAL FORMATTING-MISSING
2. FILTER-REMOVE
3. FORMULA-PERFORMMANCE
4. PIVOT-SUMMARY
5. GRAPH-DATA VISUALIZATION



Dataset Description

1. EMPLOYEE DATASET-KAGGELE
2. 26 FEATURES
3. 9 FEATURES
4. EMPLOYEE ID NUMERICALS
5. NAME TXT
6. EMP TYPE
7. PERFORMMANCE LEVEL
8. GENDER-MALE/FEMALE
9. EMPLOYEE RATING-NUMERICALS

THE "WOW" IN OUR SOLUTION



PERFORMMANCE LEVEL=IFS(Z8>=5,"VERY HIGH",Z8>=4,"HIGH",Z8>=3"MED",TRUE,"LOW")



MODELLING

DATA COLLECTION

1. KAGGLE-EMPLOYEE DATA

FEATURE COLLECTION

1. EMPLOYEE PERFORMMANCE RATING
2. EMPLOYEE CATEGORIZE

DATA CLEANING

1. MISSING VALUES
2. MISSING FILTER

PERFORMMANCE LEVEL

PIVOT TABLE

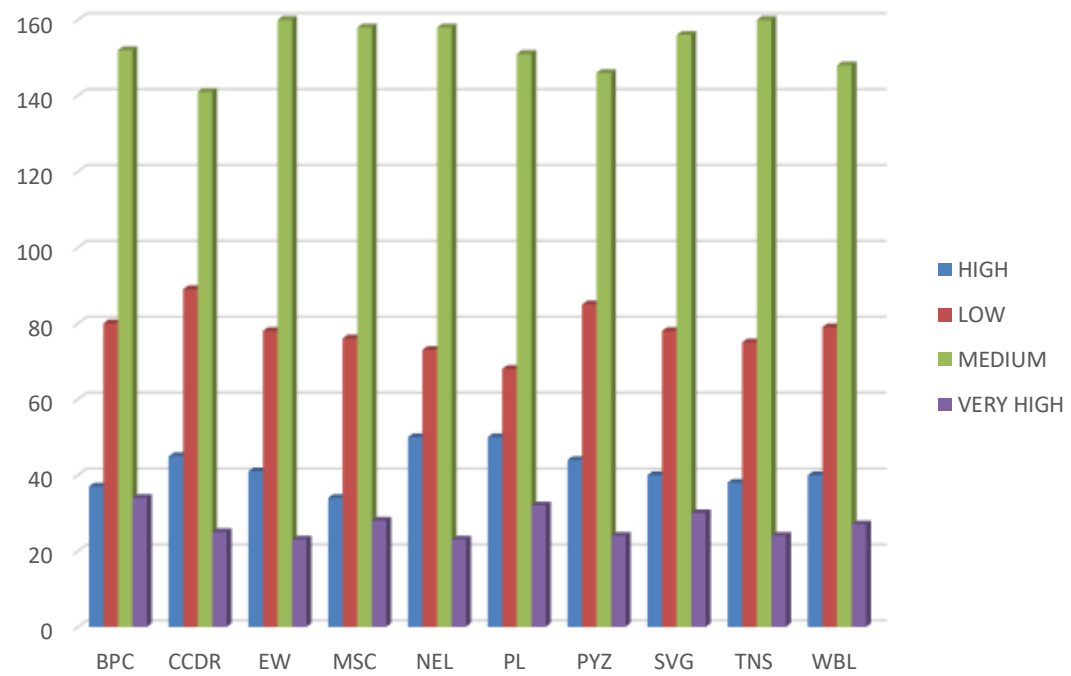
SLICER

GRAPHS

RESULTS

GenderCode (All)

Count of Performance Score		Column Labels				
Row Labels	HIGH	LOW	MEDIUM	VERY HIGH	Grand Total	
BPC	37	80	152	34	303	
CCDR	45	89	141	25	300	
EW	41	78	160	23	302	
MSC	34	76	158	28	296	
NEL	50	73	158	23	304	
PL	50	68	151	32	301	
PYZ	44	85	146	24	299	
SVG	40	78	156	30	304	
TNS	38	75	160	24	297	
WBL	40	79	148	27	294	
Grand Total	419	781	1530	270	3000	



Performance level

HIGH

LOW

MEDIUM

VERY HIGH

(blank)

conclusion

The dataset shows that most entries fall into the MED category (1530), followed by LOW (781), VERY HIGH (270), and HIGH (419). **NEL** has the highest total count (304). The data is well-balanced, with no missing or excess entries, indicating a structured dataset.