

Employee Data Analysis using Excel

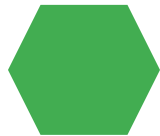


STUDENT NAME: JAYASHREE M

REGISTER NO: C0FFD570F49F4C1A524405202C84B3BE , 312208688

DEPARTMENT: B.COM(GENERAL)

COLLEGE: MEENAKSHI COLLEGE FOR WOMEN



PROJECT TITLE



Employee Performance Analysis Based On Job Role And Employee Type 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



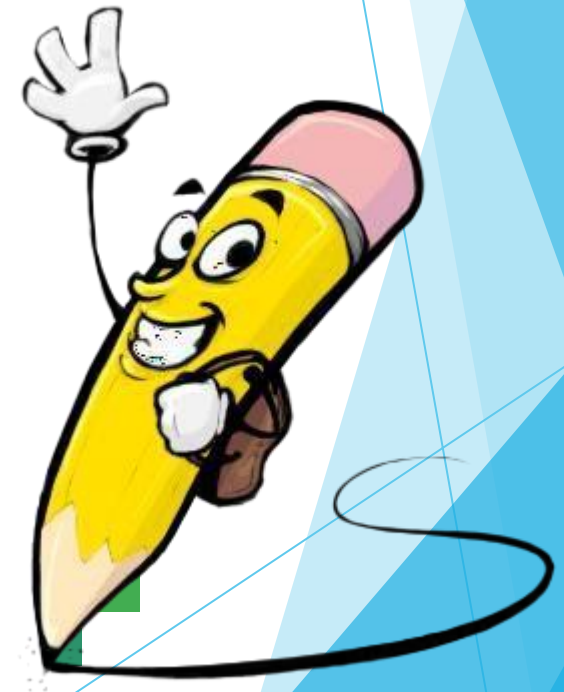
PROBLEM STATEMENT

The goal is to provide insights that can be enhance understanding of how job roles and employee types influence performance metrics, job satisfaction, and overall work-life balance.



PROJECT OVERVIEW

The analysis will employed statistical methods to identify trends, differences, and potential areas for improvement in employee management and organizational 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



FILTERING- REMOVE VALUES

PIVOT TABLE - SUMMARY OF
EMPLOYEE PERFORMANCE

BUBBLE CHART - FINAL REPORT



Dataset Description

EMPLOYEE DATA SET- KAGGLE

- **EMPLOYEE ID:** A unique identifier assigned to each employee.
- **AGE:** The age of the employee, ranging from 18 to 60 years.
- **GENDER:** The gender of the employee
- **YEARS AT COMPANY:** The number of years the employee has been working at the company.
- **MONTHLY INCOME:** The monthly salary of the employee, in dollars.
- **JOB ROLE:** The department or role the employee works in, encoded into categories such as Finance, Healthcare, Technology, Education, and Media.
- **WORK- LIFE BALANCE:** The employee's perceived balance between work and personal life, (Poor, Below Average, Good, Excellent)
- **JOB SATISFACTION:** The employee's satisfaction with their job: (Very Low, Low, Medium, High)
- **EMPLOYEE TYPE:** alphabetical(Text)

THE "WOW" IN OUR SOLUTION



- ❖ **Effective data visualization helps data insights clearly and concisely, making information easier to understand.**
- ❖ **Well-presented data can have a significant impact on employee engagement and effectiveness, ultimately driving organizational growth and innovation.**



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 FROM A TO Z ORDER.

- **STEP -4**

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

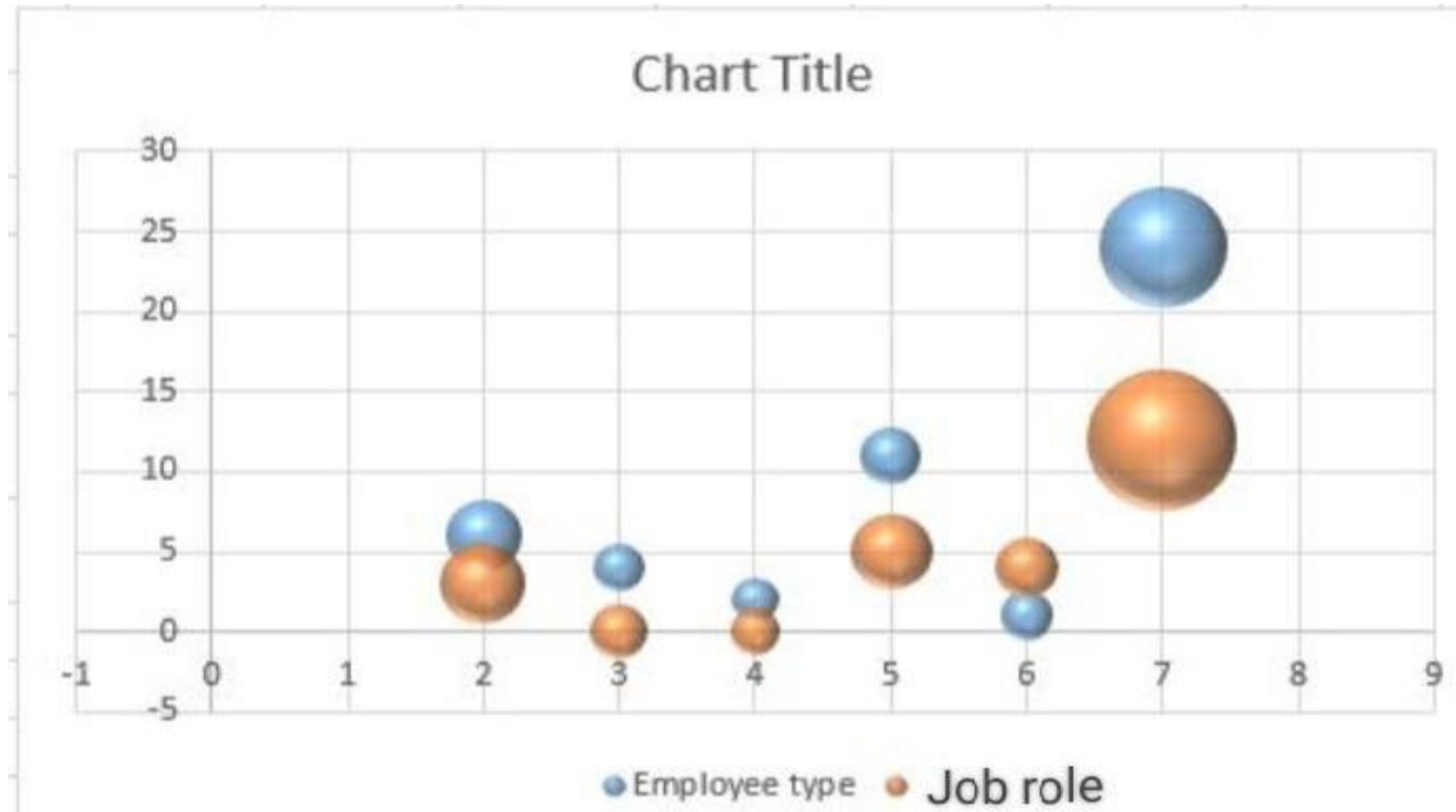
- **STEP -5**
DRAG THE NEEDED DATA AND CREATE A PIVOT TABLE.
- **STEP -6**
SELECT THE PIVOT TABLE AND CLICK ON INSERT.
- **STEP-7**
NOW CLICK ON THE CHART THAT YOU WANT.
- **STEP -8**
THE CHART IS CREATED.

RESULTS

1.TABLE

SUM of Number of Dependents				
Job Role	Employee type			
	Fixed Term	Permanen t	Temporar y	Grand Total
Education	6	31	3	40
Finance	4	13	0	17
Healthcare	2	11	0	13
Media Technology	11	20	5	36
	1	15	4	20
Grand Total	24	90	12	126

2. BUBBLE CHART



conclusion

By understanding the interplay between job roles, employee demographics, and professional attributes, the company can tailor its strategies to improve employee engagement, enhance job satisfaction, and boost performance. This project underscores the importance of considering a wide range of factors

when evaluating employee performance and provides actionable recommendations for optimizing workforce management and development. The findings can help the company implement targeted interventions to foster a more productive and satisfied workforce, ultimately contributing to the organization's long-term success.