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

Employee performance is evaluated to know about the good work and efforts of the top performers. It helps to provide positive reinforcements for carrying out tasks properly.

PROJECT OVERVIEW

Employee performance analysis provides them with recognition for their contributions to the company's success and growth. A good performance appraisal system makes employees feel valued. It helps to set clear expectations, ensuring everyone has a firm grasp on their roles and responsibilities. It is measured using specific metrics and KPIs that align with the company's strategic objectives. It helps to know about the trend and performance of the employees. This analysis is done by using "Excel"

WHO ARE THE END USERS?

The users of employee performance analysis includes:

Owners of the company.
Company management.
Investors, shareholders.
Competitors.
Government agencies.
Employees and employer.

OUR SOLUTION AND ITS VALUE PROPOSITION

Conditional formatting – to find missing data.
Filter – to remove unwanted data.
Formula – change performance to text.
Pivot table – summarizing data.
Graph – data visualization.

Dataset Description

Employee dataset – kaggle.
26 features.
9 features
Employee id – numeric.
Name – text.
Employee type.
Gender – male and female.
Business unit.
Performance level – text.
Employee rating – numeric.
Start date – numeric.
Exit date – numeric.

THE "WOW" IN OUR SOLUTION

Performance formula : IF(Z2>=5,”Very high”,Z2>=4,”High”,Z2>=3,”Med”,”Low”)

Conditional formatting to find missing data.

MODELLING

Data Collection:

1) Kaggle
2) Employee dataset

Feature Collection:

1) Employee id
2) Employee name
3) Gender
4) Business unit
5) Performance level
6) Employee rating
7) Employee type
8) Start date
9) Exit date

Performance level:

1) Employee rating
2) Formula

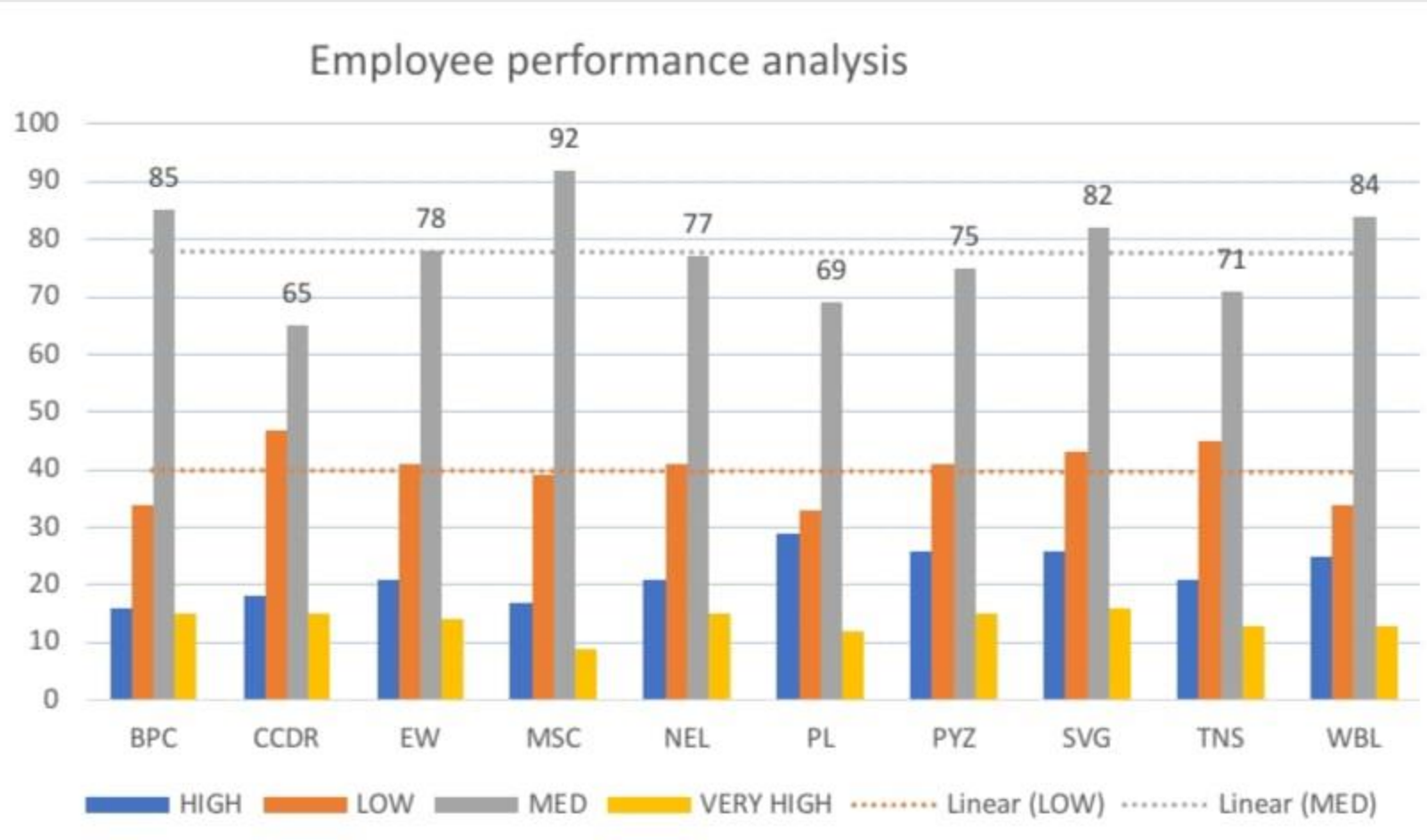
Summary:

1) Pivot table

Data visualization:

1) Graph.

RESULTS


Employee performance analysis
100
90
80
70
60
50
40
30
20
10
0
85
65
78
92
77
69
75
82
71
84
BPC
CCDR
EW
MSC
NEL
PL
PYZ
SVG
TNS
WBL
HIGH
LOW
MED
VERY HIGH
Linear (LOW)
Linear (MED)

CONCLUSION

After the analysis we can see that the performance level is medium in majority of data so they can work for high and very high. And next is low level so both company and employees to the growth of the company.