

Employee Data Analysis using Excel

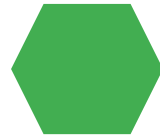


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DEPARTMENT: B.COM(GENERAL)

COLLEGE: MEENAKSHI COLLEGE FOR WOMEN



PROJECT TITLE

**Employee Performance
Based On Gender,
Departments, FTE**

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

It involves analyzing different genders, departments, and full-time equivalent (FTE) statuses to identify any disparities or trends. This analysis will help inform strategies for promoting equity and improving productivity within the organization.



PROJECT OVERVIEW



The project aims to analyze gender, department, and full-time equivalent (FTE) status. The goal is to uncover potential disparities, understand their root causes, and workforce equity and optimizing overall productivity.



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

CHART TITLE - FINAL REPORT



Dataset Description

- **EMPLOYEE DATA SET- KAGGLE**
- **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

- ❖ **Effective data visualization makes it easier to present complex data in an engaging and understandable way.**
- ❖ **Well-presented data can have a significant impact on decision-makers, helping to drive change 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.**

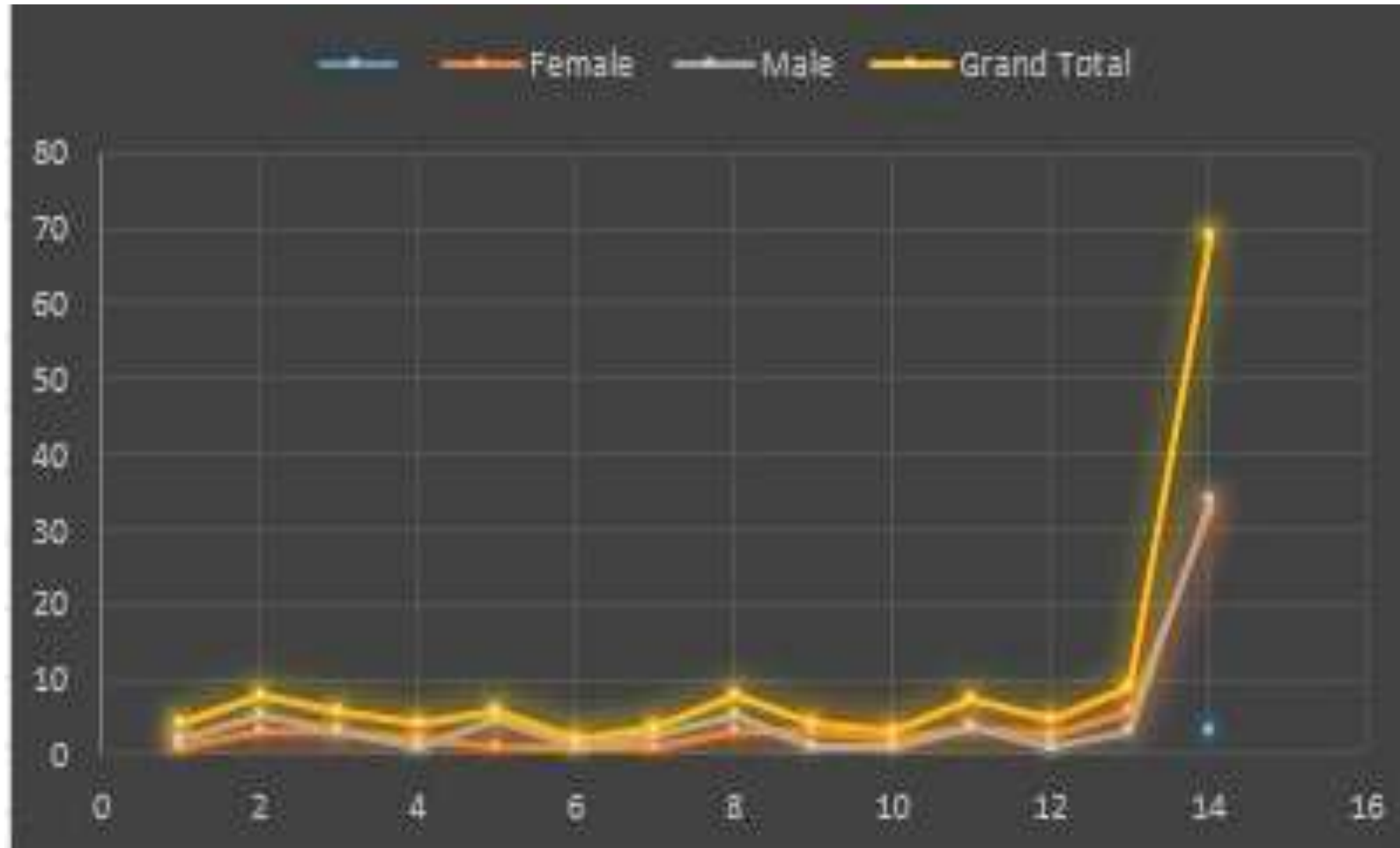
- **STEP-5**
DRAG THE NEEDED DATA AND CREATE A PIVOT TABLE.
- **STEP-6**
SELECT THE PIVOT TABLE AND CLICK ON INSERT.
- **STEP-7**
NOW CLICK ON THE CHART THAT YOU WANT.
- **STEP-8**
THE CHART IS CREATED.

RESULTS

1. TABLE

SUM of FTE	Department													
	Accounting	Business Development	Engineering	Human Resources	Legal	Marketing	NULL	Product Management	Research and Development	Sales	Services	Support	Training	Grand Total
Gender														
	0.9			1								1		2.9
Female	1	3	3	2	1	1	1	3	3.2	2	3.8	2.8	5.7	32.5
Male	2.3	5	3	1	4.5	1	2.6	5	1	1	3.4	1	3	33.8
Grand Total	4.2	8	6	4	5.5	2	3.6	8	4.2	3	7.2	4.8	8.7	69.2

2. CHART TITLE



conclusion

The Departmental Performance: Identify which departments have higher or lower performance metrics and explore potential reasons behind these differences. To enhance performance, focus should be placed on department-level interventions and supporting full-time and part-time employees effectively. Gender does not require targeted interventions, while departmental strategies could be more impactful.