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

Limited visibility into employee performance level and inadequate identification and recognition of high-performance employees and overview of all female and male performance level.

PROJECT OVERVIEW

- Collecting and analyse employee performance data from various source.
- Develop a performance metrics framework and scoring system .
- Create a dashboard for visualisation and tracking of employee performance.
- Develop a comprehensive framework for employee performance analysis.

WHO ARE THE END USERS?

- Employees
- Managers
- Supervisior
- Leaders
- Executives
- Department heads

OUR SOLUTION AND ITS VALUE PROPOSITION

- Conditional formating-missing
- Filter-remove
- Formula-performance
- Pivot-summary
- Graph-data visulization

Dataset Description

- Employee data set-kaggle
- 26-features
- 9-feature
- Employee id number
- Name-text
- Employe type
- Performance level
- Gender-male,female
- Employee rating-number

THE "WOW" IN OUR SOLUTION
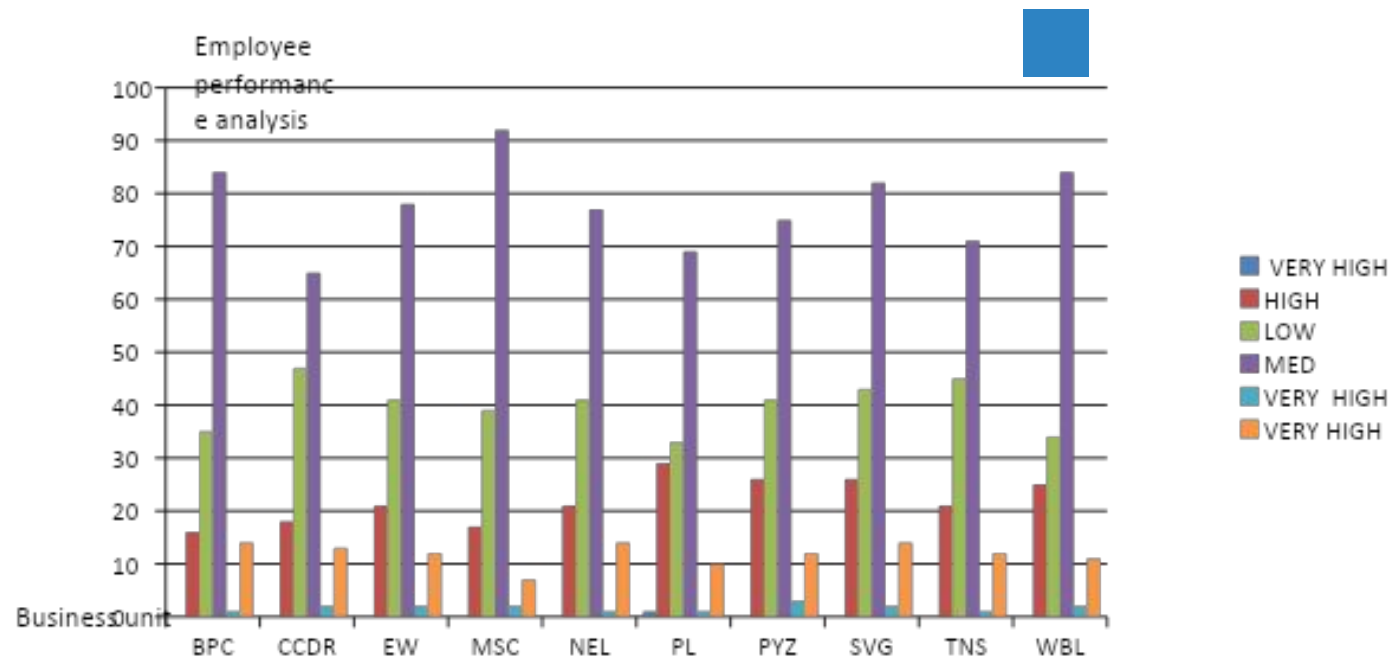
By cleaning data set i use formul

=IFS(Z8>=5,"VERY HIGH",Z8>=4,"HIGH",Z8>3,"MID",TRUE,"LOW")

MODELLING

1. Work flow automation:
- Automate performance review cycles
- Streamline data collection and analysis
2. Data analysis:
- By using employee data set in edunet
- Analysis the performance of employee
3. Objectives :
- Boost employee engagement and growth
- Integrate data from various source
4. Data cleaning:
- Data clean the employee exit date

RESULTS

Employee performance analysis

Legend:
- VERY HIGH (blue)
- HIGH (red)
- LOW (green)
- MED (purple)
- VERY HIGH (teal)
- VERY HIGH (orange)

Business units: BPC, CCDR, EW, MSC, NEL, PL, PYZ, SVG, TNS, WBL

conclusion

❖ By implementing this solution, organizations can create a culture of continuous improvement, innovation, and growth, ultimately

❖ Increased employee satisfaction and retention

‣Improved productivity and efficiency

‣ Enhanced competitiveness and business success

‣Streamline performance review cycles

‣ Gain actionable insights for development

‣Get a comprehensive view of employee performance