

Employee Data Analysis using Excel

***STUDENT NAME: KESAVAN M
REGISTER NO: 122200272(unm11522ubsii60)
DEPARTMENT: BCOM CORPORATE SECRETARYSHIP
COLLEGE: S. S. Govt Arts College Tiruttani***

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

As a result, we need a comprehensive employee performance analysis framework to:

- 1. Accurately measure and track employee performance metrics.*
- 2. Identify correlations between performance and factors like training, engagement, and demographics.*
- 3. Develop targeted interventions to enhance employee growth and productivity.*
- 4. Inform data-driven decisions on talent management, promotions, and resource allocation“.*



PROJECT OVERVIEW

Our organization seeks to develop a comprehensive employee performance analysis framework to drive data-informed decisions, improve productivity, and enhance talent development. This project aims to:

- *Collect and integrate relevant employee data from various sources (HR systems, performance reviews, training records, etc.)*
- * Develop a performance metrics framework to measure employee productivity, quality, and growth*
- *Analyze key drivers of employee performance, including training, engagement, demographics, and more*
- * Identify areas for improvement and develop targeted interventions to enhance employee growth and productivity*
- * Create data visualizations to communicate insights to stakeholders and facilitate decision-making.*



WHO ARE THE END USERS?

1. *Employee*
2. *Manager*
3. *Industry*
4. *Employer*



OUR SOLUTION AND ITS VALUE PROPOSITION



- * *Conditional formatting -missing*
- * *Filter- remove*
- * *Formula -performance level*
- * *Pivot table-summary*
- * *Graph -Data visualization*

Dataset Description

***Employee data set -download by
KAGGLE***

***26 features -9 features taken
employee id , numerical value , first
name , last name -text,
employee type -performance level***

THE "WOW" IN OUR SOLUTION



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



MODELLING

Data collection

**KAGGLE _ download*

**EDUNET _ download*

Features collection

**identify the feature in excel*

Data cleaning

**missing value _ identifying excel*

**missing value _ filter out by COLOUR*

Performance level

**formula using _ high & low*

Pivot table

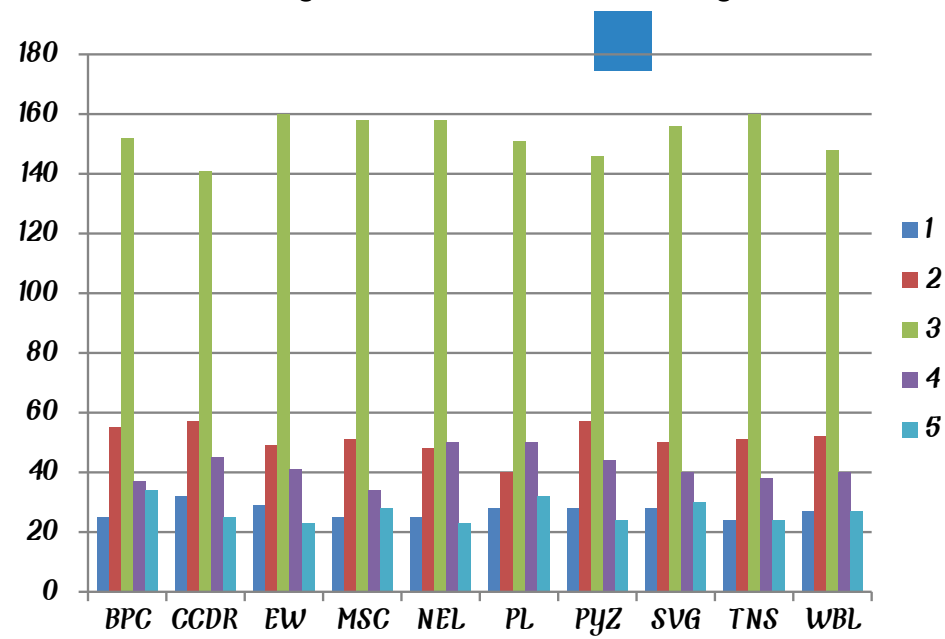
**summarized & visualized*

Result

**graph*

RESULTS

EMPLOYEE PERFORMANCE ANALYSIS



conclusion

THE EMPLOYEE PERFORMANCE ANALYSIS THE PROJECT HAS PROVIDED VALUABLE INSIGHTS INTO THE KEY DRIVERS OF EMPLOYEE PRODUCTIVITY, GROWTH, AND RETENTION WITH IN OUR ORGANISATION . BY LEVERAGING DATA ANALYTICS & VISUALISATION TECHNIQUES , WE HAVE IDENTIFIED AREAS FOR IMOROVEMENT & DEVELOPED TARGETED INTERVENTIONS TO ENHANCE EMPLOYEE PERFORMANCE.