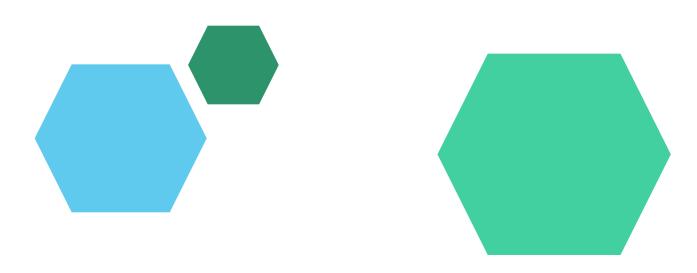# Employee Data Analysis using Excel

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PROJECT TITLE

Employee Performance Based IOn Job Level And Work Life Balance Analysis

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 concept of work-life balance implies that work is bad and life is good; it suggests that work and life are two dichotomous entities that need to be strictly separated and kept at an equilibrium; for some, it even insinuates that less work equals more happiness.

PROJECT OVERVIEW

With better work- life balance, employees may feel more in control of their working life hence resulting in less stressed-happier employees, increased production rate, and lower absenteeism.

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 WORK LIFE BALANCE ANALYSIS

AREA CHART - FINAL REPORT

Dataset Description

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)

Performance Rating: The employee's performance rating: (Low, Below Average, Average, High)

Number of Promotions: The total number of promotions the employee has received.

Distance from Home: The distance between the employee's home and workplace, in miles.

Education Level: The highest education level attained by the employee: (High School, Associate Degree, Bachelor's Degree, Master's Degree, PhD)

Marital Status: The marital status of the employee: (Divorced, Married, Single)

Job Level: The job level of the employee: (Entry, Mid, Senior)

Company Size: The size of the company the employee works for: (Small,Medium,Large)

Innovation Opportunities: Whether the employee has opportunities for innovation: (Yes or No)

Company Reputation: The employee's perception of the company's reputation: (Very Poor, Poor,Good, Excellent)

Employee Recognition: The level of recognition the employee receives:(Very Low, Low, Medium, High)

THE "WOW" IN OUR SOLUTION

Empirical results demonstrate that work-life balance positively influences job satisfaction and performance.

Our empirical findings also revealed that job satisfaction partially mediates the relationship between work-life balance and job performance.

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 FTP 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

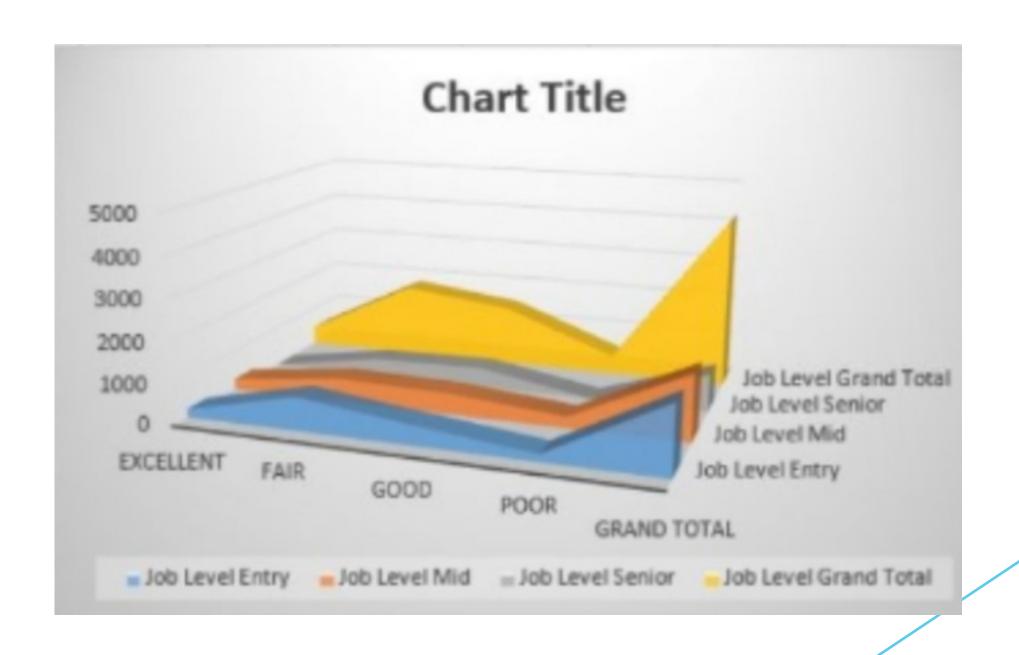 NOW CLICK ON THE CHART THAT YOU

  WANT.

- STEP -8

  THE CHART IS CREATED.

RESULTS
1. TABLE

| SUM of Company Tenure | Job Level | | | |
Work-Life Balance	Entry	Mid	Senior	Grand Total
Excellent	197	262		459
Fair	816	576	439	1831
Good	482	518	489	1489
Poor	183	278		461
Grand Total	1678	1634	928	4240

2.AREA CHART

conclusion

The service sector, especially the banking sector, has issues related to work-life balance. Given its importance, we collected data from the local private banks on the different aspects of work-life balance.

We found that work-life balance promotes job satisfaction and psychological well-being. And job satisfaction and psychological well-being are precursors of job performance. Psychological well-being mediates work-life balance and job performance.