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

3

PROBLEM STATEMENT

The [Company/Organization] is facing challenges in understanding the dynamics of its workforce, including trends in hiring, retention, and turnover. With a large dataset of employment information, including employee demographics, job roles, tenure, and separation reasons, we need to analyze the data to identify key insights and patterns that can inform data-driven decisions to optimize workforce planning, improve employee satisfaction, and reduce turnover rates."

PROJECT OVERVIEW

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Employee data analysis refers to the process of examining and interpreting data related to employees within an organization to gain insights and make informed decisions.

By analyzing these aspects, organizations can:1. Identify trends and patterns2. Inform HR strategies and initiatives3. Improve employee experience and engagement4. Enhance talent management and development5. Optimize workforce planning and resource allocation6. Support data-driven decision-making

WHO ARE THE END USERS?

HR Professionals
Business leaders
Manager
IT and Data teams
Finance and Accounting
Employee themselves

OUR SOLUTION AND ITS VALUE PROPOSITION

conditional formatting- missing
filter-remove
formula-performance
pivot-summary
graph-data visualization

Dataset Description

Employee –kaagle

26-feature

 9-feature

 Employee id-number

 Name -text

 Employee type

 Performance level

 Gender-male female

 Employee rating-numerical values

THE "WOW" IN OUR SOLUTION

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

MODELLING

Data collection

  1.

  2.

  3.

Feature collection

1.

2.

Performance level

 1.

 2.

Data cleaning

1.

2.

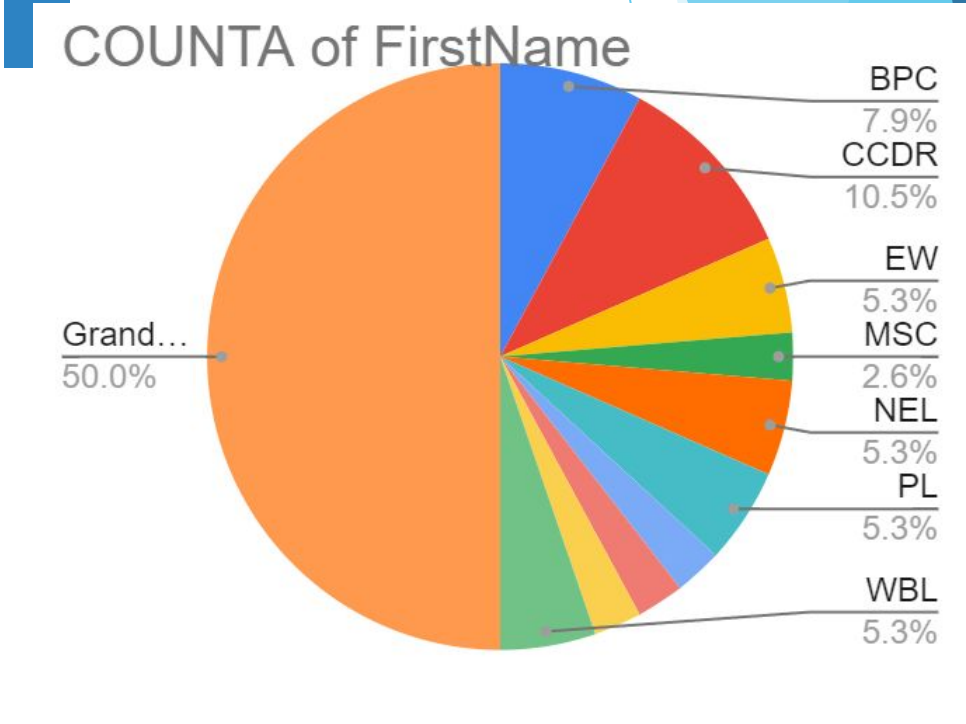Summary

1.

2.

Visualization

1.

2.

RESULTS

COUNTA of FirstName		
BusinessUnit	Grand Total	
BPC	3	3
CCDR	4	4
EW	2	2
MSC	1	1
NEL	2	2
PL	2	2
PYZ	1	1
SVG	1	1
TNS	1	1
WBL	2	2
Grand Total	19	19

COUNTA of FirstName

BPC 7.9%

CCDR 10.5%

EW 5.3%

MSC 2.6%

NEL 5.3%

PL 5.3%

WBL 5.3%

Grand… 50.0%

conclusion

By comparing the performance of the employees, the number of employees are hire in average.so we needs to give different task based on their performance.