## EMPLOYEE DATA ANALYSIS USING EXCEL

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# PROJECT TITLE

• Employee Performance Analysis using Excel

## AGENDA

- 1.Project Overview
- 2.Problem Statement
- 3.End Users
- 4.Our Solution and Proposition
- 5.Dataset Description
- 6.Modelling Approach
- 7.Results and Discussion
- 8.Conclusion

## PROBLEM STATEMENT

- 1. IDENTIFYING STRENGTHS AND WEAKNESSES: Understand individual skills and areas for improvement.
- 2. SETTING GOALS AND EXPECTATIONS: Establish clear objectives and targets.
- 3. EVALUATING JOB FIT: Determine if employees are suited for their roles.
- 4. DEVELOPMENTAND GROWTH: Create training plans and opportunities for advancement.
- 5. PERFORMANCE IMPROVEMENT: Address underperformance and provide support.
- 6. FAIR COMPENSATION AND REWARDS: Base salary and benefits on performance
- 7. SUCCESSION PLANNING: Identify future leaders and key players.
- 8. ENHANCING EMPLOYEE ENGAGEMENT: Recognize and value contributions.
- 9. STRATEGIC DECISION-MAKING: Inform business decisions with data-driven insights. REGULAR ANALYSIS HELPS EMPLOYEES GROW, IMPROVES ORGANIZATIONAL EFFICIENCY, AND DRIVES BUSINESS SUCCESS.

## PROJECT OVERVIEW

The Employee Performance Analysis project aims to enhance employee performance and business success through data-driven insights. The project will collect relevant data, establish clear performance metrics, conduct statistical analysis, and present findings and recommendations to stakeholders. The scope includes identifying strengths, weaknesses, opportunities, and threats, and implementing actions to address performance gaps, develop training programs, and enhance employee engagement. The project will deliver a comprehensive analysis report, actionable recommendations, customized training plans, and an enhanced performance evaluation framework. With a timeline of [insert timeline], the project will involve HR, management, department heads, and employees, and will benefit the organization through data-driven decision-making, improved employee engagement and productivity, and increased business efficiency and success

## WHO ARE THE END USERS?

- **■** EMPLOYER
- **■** EMPLOYEE
- ORGANISATION
- **■** IT SECTORS
- BUSINESS FIRM
- **COMPANY**

#### OUR SOLUTION AND ITS VALUE PROPOSITION

- CONDITIONAL FORMATTING:IT IS USED TO FIND OUT THE BLANK VALUES.
- FILTERING: IT IS USED TO FILTER OUT THE BLANK VALUES FROM THE DATA.
- PIVOT TABLE: PIVOT TABLE IS USED TO SUMMARIZES, ORGNAIZES AND ANALYZES THE DATA IN A TABLE.
- CHART: A CHART IS USED TO VISUALLY REPRESENT THE DATAAND HELP US TO SEE

  PATTERNS AND TRENDS IN OUR DATA.

## DATASET DESCRIPTION

- ❖ EMPLOYEE DATA SET KAGGLE
- ❖ 26 FEATURE
- ❖ FEATURE- 9 FEATURE
- **❖** EMPLOYEE ID- CATEGORICAL DATA
- ❖ GENDER-MALE,FEMALE
- **❖** PERFORMANCE LEVEL-ORDINAL DATA
- **BUSINESS UNIT-REFERENCE DATA SET**
- **❖** NAME-NOMINAL DATA
  - RATING-NUMERICAL VALUE

#### THE "WOW" IN OUR SOLUTION

- CONDITIONAL FORMATTING:BY USING THIS BLANK CELLS WERE FOUND AND HIGHLIGHTED.
- FILTER: BY USING THIS FILTER THE BLANK VALUES WERE REMOVED.
- FORMULA USED TO IDENTIFY PERFORMANCE LEVEL: IFS
- EG := IFS(Z8>=5,"VERY

**HIGH", Z8>=4, "HIGH", Z8>=3, "MEDIUM", TRUE, "LOW")** 

#### MODELLING

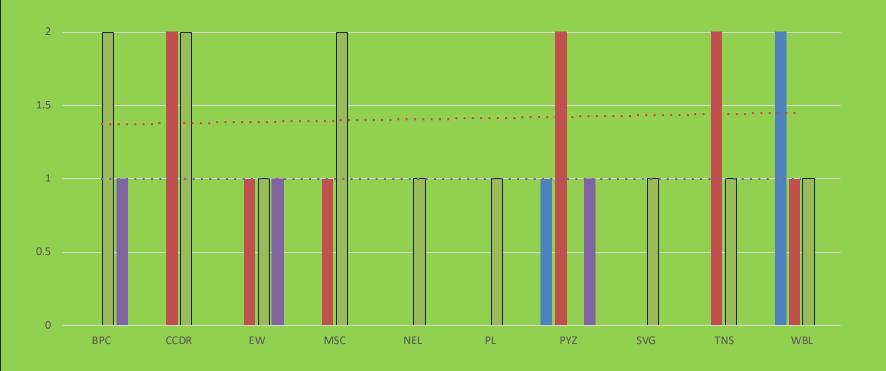
- DATA COLLECTION: KAGGLE WAS THE SOURCE WHICH WAS USED TO COLLECT DATA.ALMOST 26 FEATURE WAS COLLECTED AND 9 FEATURES WERE USED IN EXCEL.
- SOME OF THE FEATURE WAS EMPLOYEE ID, FIRST NAME, CREDIT RATING.
- DATA CLEANING: THE COLLECTED DATA WAS CLEANED AND FILTERED USING CONDITIONAL FORMATTING AND
- FILTER.
- TECHNIQUES:
- CONDITIONAL FORMATTING:BY USING THIS BLANK CELLS WERE FOUND AND HIGHLIGHTED.
- FILTER: BY USING THIS FILTER THE BLANK VALUES WERE REMOVED.
- RESULTS: THE RESULT WAS CALCULATED ON THE BASIS OF PERFORMANCE OF THE EMPLOYEE

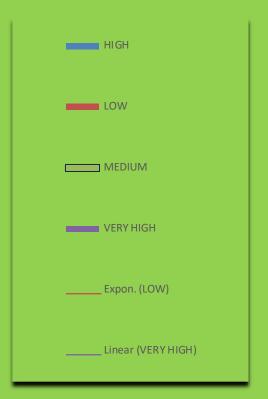
- PIVOT TABLE: THE PIVOT TABLE WAS DONE USING THE FOLLOWING:-
- ✓ FILTER:GENDER CODE
- ✓ COLUMNS:PERFORMANCE LEVEL
- ✓ ROWS:BUSINESS UNIT
- ✓ VALUES: COUNT OF FIRST NAMES.
- CHART: THE CHART CHOOSEN FOR THE ABOVE DATA IS BAR GRAPH
- BY USING TREND LINE, THE LINEAR WAS SET AT VERY HIGH VALUE AND EXPONENTIAL WAS SET UP AT LOW VALUE.



#### **EMPLOYEE PERFORMANCE ANALYSIS**







### CONCLUSION

• In conclusion, the Employee Performance Analysis project has provided valuable insights into the strengths, weaknesses, opportunities, and threats within our organization. By analyzing employee performance data, we have identified areas for improvement, optimized performance metrics, and developed targeted training and development programs. This project will empower the organization to make data-driven decisions, enhance employee engagement and productivity, and drive business growth. Ultimately, this project has set a new standard for employee performance management, positioning the organization for continued excellence and competitiveness in the industry