

# 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



- ✓ Analyzing the employee performance for the employee's growth .
- ✓ Tracking performance their performance and offer training on their field if they had a low.
- ✓ It helps the management to get a employee performance to forecast future staffing needs based on the analysis.
- ✓ The employee performance analysis inform the management to make decisions about their promotion or demotion of the employees with their status.



# PROJECT OVERVIEW

- ✓ This helps the analysis in this project are created to provide an information about the employee performance data using an Excel.
- ✓ Management to identify their turn over rates and a satisfaction level based on the employees performance.
- ✓ The presentation data visualizes a detailed report of the employee performance for the stakeholders .
- ✓ It summarizes the results and reports to the hierarchy's of the management.



# WHO ARE THE END USERS?

- ✓ Employee managers who oversee the employee performance
- ✓ Training professionals
- ✓ Operation Teams like IT, Finance, Admin etc.,
- ✓ HR managers, HR recruiters and HR specialists
- ✓ Data Analysts, Business Analysts
- ✓ CEO's , respective Department Heads
- ✓ Compensation and Benefits professionals

# OUR SOLUTION AND ITS VALUE PROPOSITION

- ✓ Conditional Formatting – For Missing values
- ✓ Pivot – Summary
- ✓ Graph – Data presentation
- ✓ Trend line – For analyzing quickly
- ✓ Pie chart – Data visualization



# Dataset Description

- ✓ Employee data set =- Kaggle
- ✓ 26 features
- ✓ 9 features
- ✓ Employee ID- Num
- ✓ Name- Text
- ✓ Employee Type
- ✓ Business Unit
- ✓ Gender Code
- ✓ Performance score



# THE "WOW" IN OUR SOLUTION



- ✓ Improved employee's satisfaction
- ✓ Enhanced decision making opportunities
- ✓ Increased efficiency in HR and other management operations



# MODELLING

## Data Collection:

1. Data from Edunet dashboard
2. Employee data set performance

## Features Collection:

1. Employee ID
2. Employee Name
3. Department
4. Business Unit
5. Gender
6. Performance score
7. Employee Rating
8. Employee type

# MODELLING

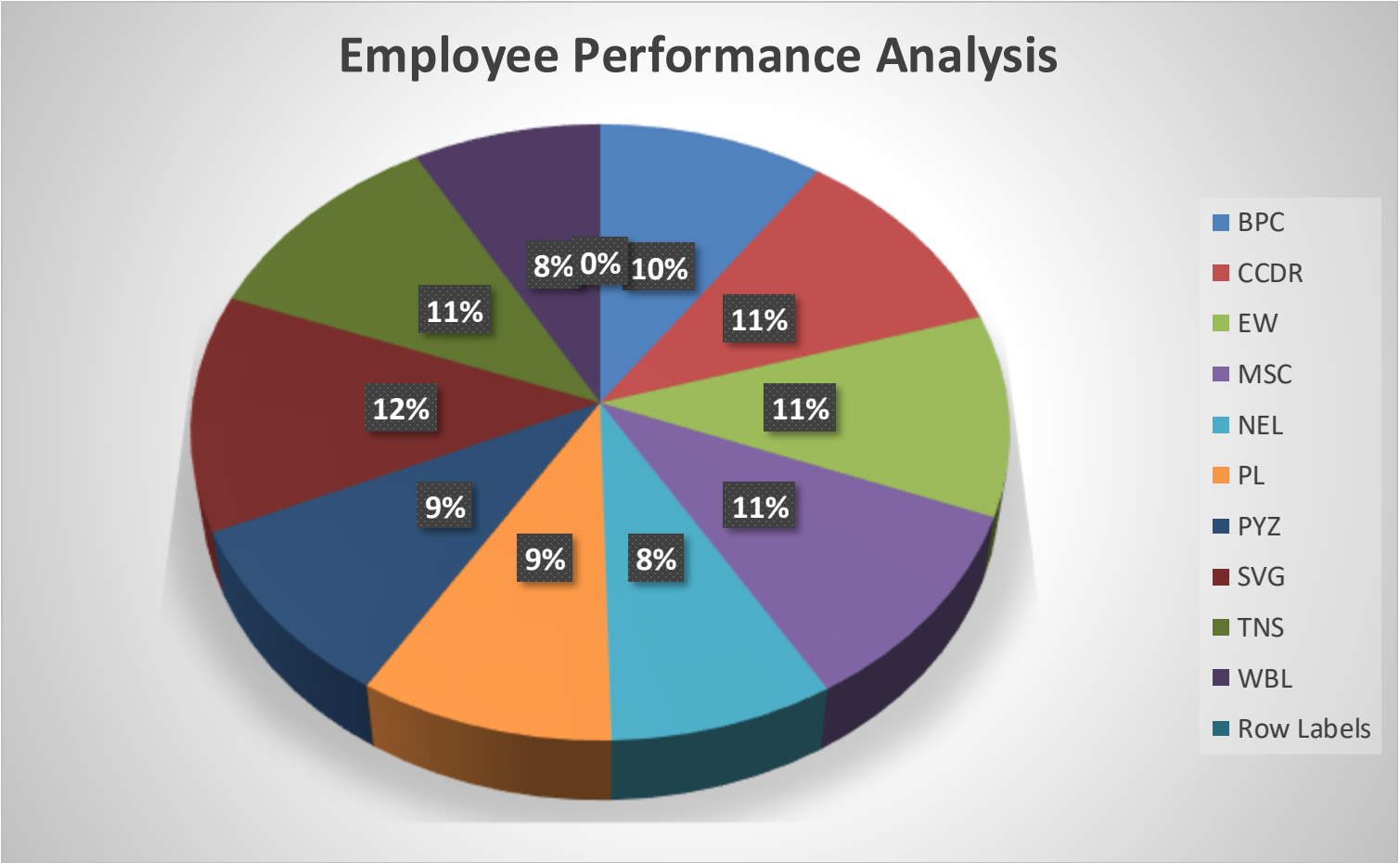
## Data Cleaning:

1. Finding Missing values
2. Filters the values

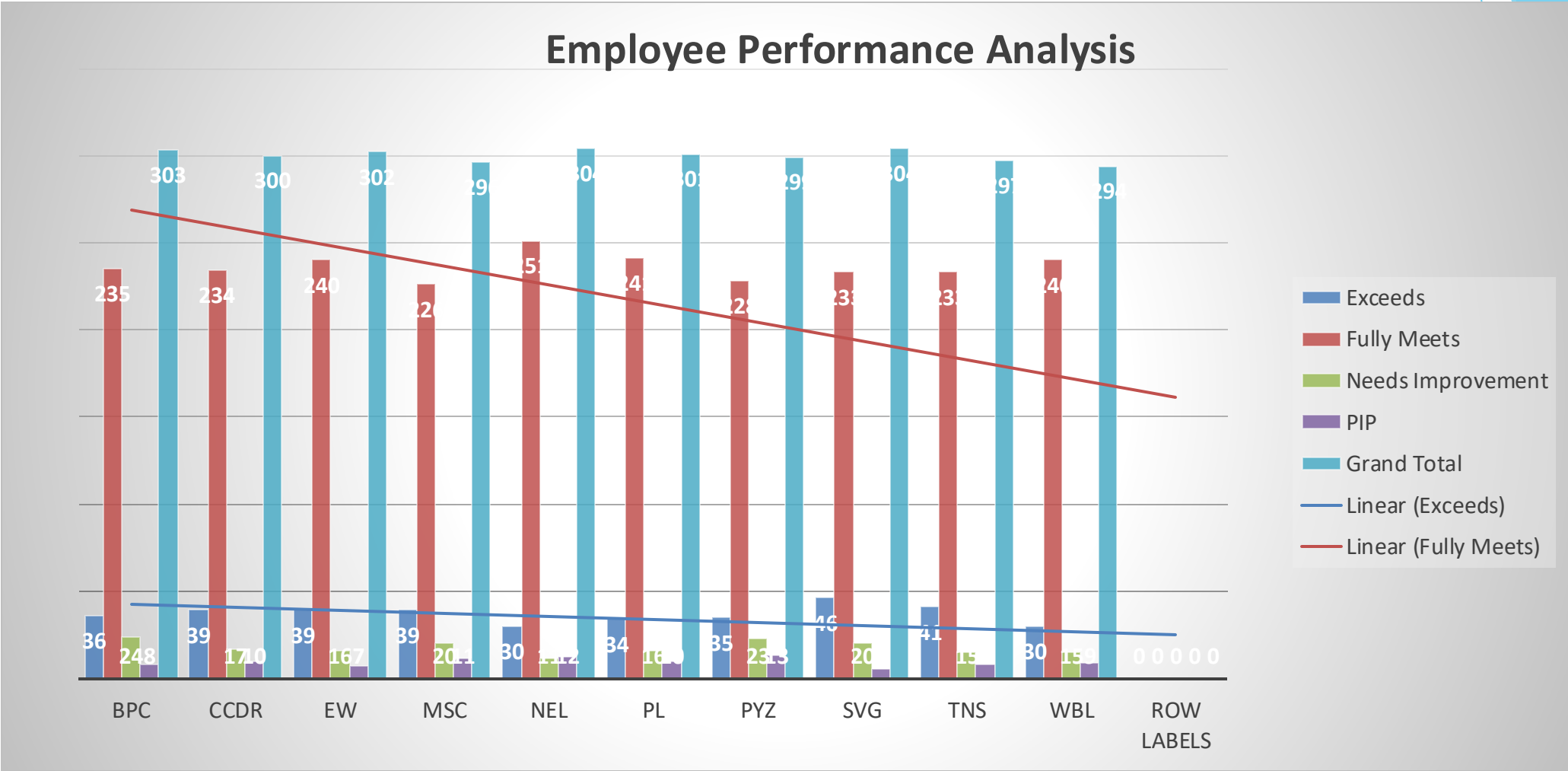
## Summary :

1. Pivot Table
2. Graph sheet with trend lines
3. Pie chart
4. visualizes the results

# RESULTS



# RESULTS



# conclusion

Based on the results our Employee Data Analysis using Excel has provided some information to make decisions for the business outcomes.

As the result outcomes the PIP result has its low percentage . It shows that the PIP should

Increase their performance for the future management

Identify the best practices in the respective departments to boost the energy performance

Also offer more training programs for the employees to improve their performance