

Employee Data Analysis using Excel



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PROJECT TITLE



Employee Performance Based on Gender and Employee Rating



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 purpose of Analyzing employee performance based on gender to determine if there is a significant difference in employee ratings. Employee performance evaluations based on gender, providing insights for fair and equitable performance analyze to employee ratings.



PROJECT OVERVIEW

Employee performance to providing insights into the fairness of the performance evaluation process. This approach will help you analyze gender-based performance and provide insights on any disparities in employee ratings. Ensuring that the data is accurate, complete, and consistent.



WHO ARE THE END USERS?

- ❖ HUMAN RESOURCE DEPARTMENTS
- ❖ MANAGEMENT AND LEADERSHIP
- ❖ MANAGERS AND SUPERVISORS
- ❖ EMPLOYEES
- ❖ INTERNAL AUDITORS
- ❖ EXECUTIVE LEADERSHIP
- ❖ BUSINESS ANALYSTS
- ❖ RECRUITERS



OUR SOLUTION AND ITS VALUE PROPOSITION



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FILTERING AND SORTING:
REMOVE VALUES

PIVOT TABLE: SUMMARY OF
EMPLOYEE PERFORMANCE

AREA DIAGRAM: FINAL
REPORT

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Dataset Description

➤ **EMPLOYEE DATA SET-** NAN MUDHALVAN PORTAL

➤ **9 FEATURES IN EXCEL:**

EMPLOYEE ID- ALPHANUMERIC (TEXT)

NAME- ALPHABETICAL (TEXT)

GENDER- ALPHABETICAL (TEXT)

DEPARTMENT- ALPHABETICAL (TEXT)

SALARY- NUMERICAL

START DATE- ALPHANUMERIC (TEXT)

FTE- NUMERICAL

EMPLOYEE TYPE- ALPHABETICAL (TEXT)

EMPLOYEE LOCATION- ALPHABETICAL (TEXT)

➤ **3 FEATURES USED:**

CURRENT EMPLOYEE RATING- NUMERICAL

DEPARTMENT- ALPHABETICAL (TEXT)

GENDER- ALPHABETICAL (TEXT)

THE "WOW" IN OUR SOLUTION



- ❑ To transform complex performance data into clear, actionable insights through dynamic visualizations, comprehensive analysis, and user-friendly tools.
- ❑ Providing insights into the fairness of the performance evaluation process, driving progress toward a more equitable culture.



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 CURRENT EMPLOYEE RATING
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 Current Employee Rating			
Column Labels			
Row Labels	Female	Male	Grand Total
IT/IS		9	9
Production	4	3	7
Sales	38	56	94
Grand Total	42	68	110

2. AREA DIAGRAM



Conclusion

The analysis of employee performance based on gender and rating reveals important insights into the fairness and objectivity of performance evaluations within the organization.

Any identified discrepancies, promoting awareness of unconscious biases, and maintaining consistent evaluation standard, the organization can create a more inclusive and equitable workplace for all employees.