



## EMPLOYEE DATA ANALYSIS USING EXCEL

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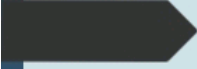
PROJECT TITLE

# EMPLOYEE PERFORMANCE ANALYSIS USING EXCEL



## **AGENDA**

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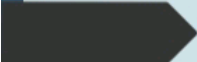
## **PROBLEM STATEMENT**

**THE HUMAN RESOURCES DEPARTMENT OF (YOUR COMPANY NAME) SEEKS TO ANALYSE THE RELATIONSHIP BETWEEN EMPLOYEE PERFORMANCE AND SALARY.**



## **PROJECT OVERVIEW**

**IN ANY ORGANIZATION ENSURING THAT EMPLOYEE ARE FAIRLY  
COMPENSATED FOR THEIR PERFORMANCE IS CRITICAL FOR  
MAINTAINING MOTIVATING, REDUCING TURNOVER, AND ATTRACTING  
TOP TALENT.**



## WHO ARE THE END USERS?

**HR MANAGERS:** TO ASSESS OVERALL EMPLOYEE PERFORMANCE TRENDS, IDENTIFY TRAINING NEEDS AND USE CASE METRICS FOR RECRUITMENT AND RETENTION STRATEGIES.

**DEPARTMENT TRENDS:** USE PERFORMANCE DATA TO VSET GOALS.

**PERFORMANCE ANAYSIS:** GENERATE REPORTS AND RECOMMENDATION FOR OPTIMISING THE PERFORMANCE MANAGEMENT PROCESS.

## OUR SOLUTION AND ITS VALUE PROPOSITION

PERFORMANCE BASED COMPENSATION: REWARDED APPROPRIATELY

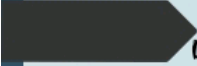
DATA-DRIVEN SALARY ADJUSTMENTS: REDUCING BIAS AND PROMOTING FAIRNESS

TRANSPARENCY TRUST: THE PLATFORMS PROMOTE TRANSPARENCY

RETENTION OF TOP TALENT : BY ENSURING THE COMPETITION

FORMULA: EXCEL FORMULAS

GRAPHS: FINAL REPORT



## **DATASET DESCRIPTION**

### **BUSINESS UNITS COVERED:**

- ★ TNS
- ★ BPC
- ★ WBL
- ★ CCDR
- ★ NEL
- ★ SVG
- ★ MSC
- ★ EW
- ★ PYZ
- ★ PL

**EMPLOYEE ID: PR00147 TO VT02417**



## THE "WOW" IN OUR SOLUTION

THE "WOW" IN OUR SOLUTION IS EMPLOYEES WITH HIGH RECOGNISED PERFORMIONG RATING.



1 2 3 4 5 6 7 8 9 10 11 12 13 14

## MODELLING

DATASET: EMPLOYEE DATASET

FEATURE SELECTION: WORK LOCATION

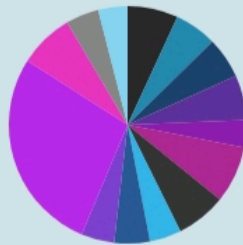
DATA CLEANING: MISSING VALUE, IRRELEVANT

FORMULA: PERFORMANCE CALCULATION, LOW, MEDIUM, HIGH, SUM

PIVOT TABLE AND CHART: SUMMARY, BUSINESS UNIT, GENDER, EMPLOYEE TYPE, EMPLOYEE ID, PERFORMANCE.

CHART: PIE, BAR, LINE, PIVOT CHART.

## RESULTS



■ 1 ■ 2 ■ 3 ■ 4 ■ 5 ■ 6 ■ 7 ■ 8 ■ 9 ■ 10 ■ 11 ■ 12 ■ 13 ■ 14



## **CONCLUSION**

**BY SYSTEMATICALLY EVALUATING PERFORMANCE METRICS ALONG SIDE SALARY DATA, ORGANIZATIONS CAN ENSURE THAT COMPENSATION IS DIRECTLY ALIGNED WITH EMPLOYEE CONTRIBUTIONS.**

