

# 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

**As a student I need better' understand  
about to identify trends optimization  
talent management business  
performance however  
employee data scattered multiple  
sources and we lack a comprehensive  
analysis framework to extract  
actionable insights**

# PROJECT OVERVIEW

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1. Data collection and cleaning
2. Performance matrix definition and calculation
- 3 excel model design and development
- 4.dashboard creation and visualization
5. Testing validation and refinement



# WHO ARE THE END USERS?

- 1. Employer**
- 2. Employee**
- 3. Organisations**
- 4. Different industries**
- 5. IT sector**

# OUR SOLUTION AND ITS VALUE PROPOSITION



**Filtering missing values**  
**conditional formatting**  
**pivot table**  
**chart and table**  
**sorting**



# Dataset Description

**Employee data set-kaggle**

**26 features**

**feature-9 features**

**employee ID**

**Gender-male,female**

**performance**

**business unit**

**name**

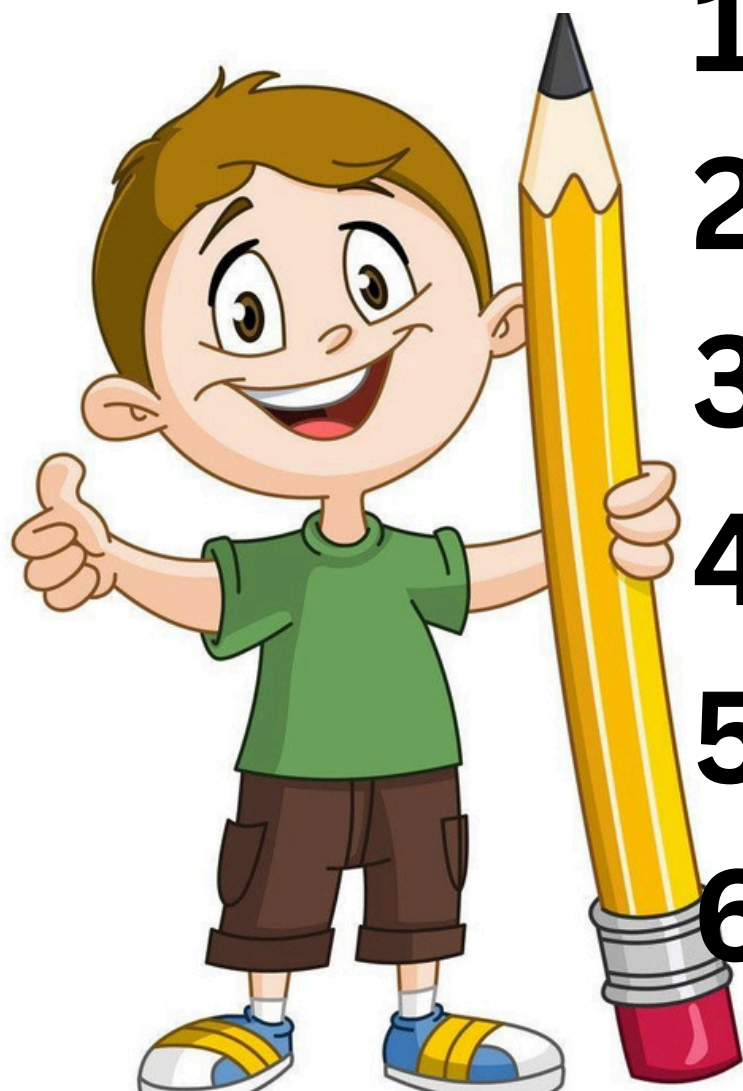
**rating numerical**



# THE "WOW" IN OUR SOLUTION



- 1.automated data visualization**
- 2. Customizable performance matrices**
- 3.predicitive analysis**
- 4.empolyee bench marketing**
- 5.personalized development plans**
- 6.real time feed back and coaching**



# MODELLING

**Model 1: simple performance scorecard**

**model2: performance matrix**

**model 3: trend analysis**

**model 4: correlation analysis**

**model 5: predictive analysis**

**model 6 : employee bench marketing**

# RESULTS



**Employee A: consistently sales target  
by 20**

**employee B : achieve high productivity  
rate 95% for 6 consecutive months**

**employee c : demonstrated exception  
customer skill & service**



# conclusion

**Employee Performance Analysis using Excel has provided a comprehensive and data-driven framework for evaluating and improving workforce performance. The analysis has:**

- 1. Identified top performers and areas for improvement**
- 2. Revealed performance trends and correlations**
- 3. Forecasted future performance using predictive analytics**
- 4. Benchmarked performance against company averages**
- 5. Provided actionable insights for targeted interventions**