

Employee Data Analysis using Excel

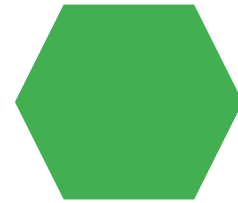


STUDENT NAME:M.Manicka Rathinam

REGISTER NO:312219849

(unm1719223951)DEPARTMENT:BCOM GENERAL

COLLEGE:



PERI COLLEGE OF ARTS & SCIENCE



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 result, we need a comprehensive employee performance analysis framework to:

1. Accurately measure and track employee performance metrics.
2. Identify correlations between performance and factors like training, engagement, and demographics.
3. Develop targeted interventions to enhance employee growth and productivity.
4. Inform data-driven decisions on talent management, promotions, and resource allocation“.



PROJECT OVERVIEW

Our organization seeks to develop a comprehensive employee performance analysis framework to drive data-informed decisions, improve productivity, and enhance talent development. This project aims to:

- *Collect and integrate relevant employee data from various sources (HR systems, performance reviews, training records, etc.)

* Develop a performance metrics framework to measure employee productivity, quality, and growth
* Analyze key drivers of employee performance, including training, engagement, demographics, and more
* Identify areas for improvement and develop targeted interventions to enhance employee growth and productivity
* Create data visualizations to communicate insights to stakeholders and facilitate decision-making.

WHO ARE THE END USERS?

1. Employee
2. Manager
3. Industry



4.Employer

OUR SOLUTION AND ITS VALUE PROPOSITION



*Conditional formatting missing*Filter-
remove*Formula -performance level

*Pivot table-summary

*Graph -Data
visualization



Dataset Description

Employee data set
download by

KAGGLE

26 features -9
features



taken employee id
,numerical value , first name
,last name -text, employee
type -performance level

THE "WOW" IN OUR SOLUTION

=IFS(Z8>=5,"VERY



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

MODELLING

Data collection

- *KAGGLE _ download

- *EDUNET _ download

Features collection

- *identify the feature in excel

Data cleaning

- *missing value _ identifying excel

- *missing value _ filter out by COLOUR

Performance level

- *formula using _ high & low

Pivot table

- *summarized & visualized

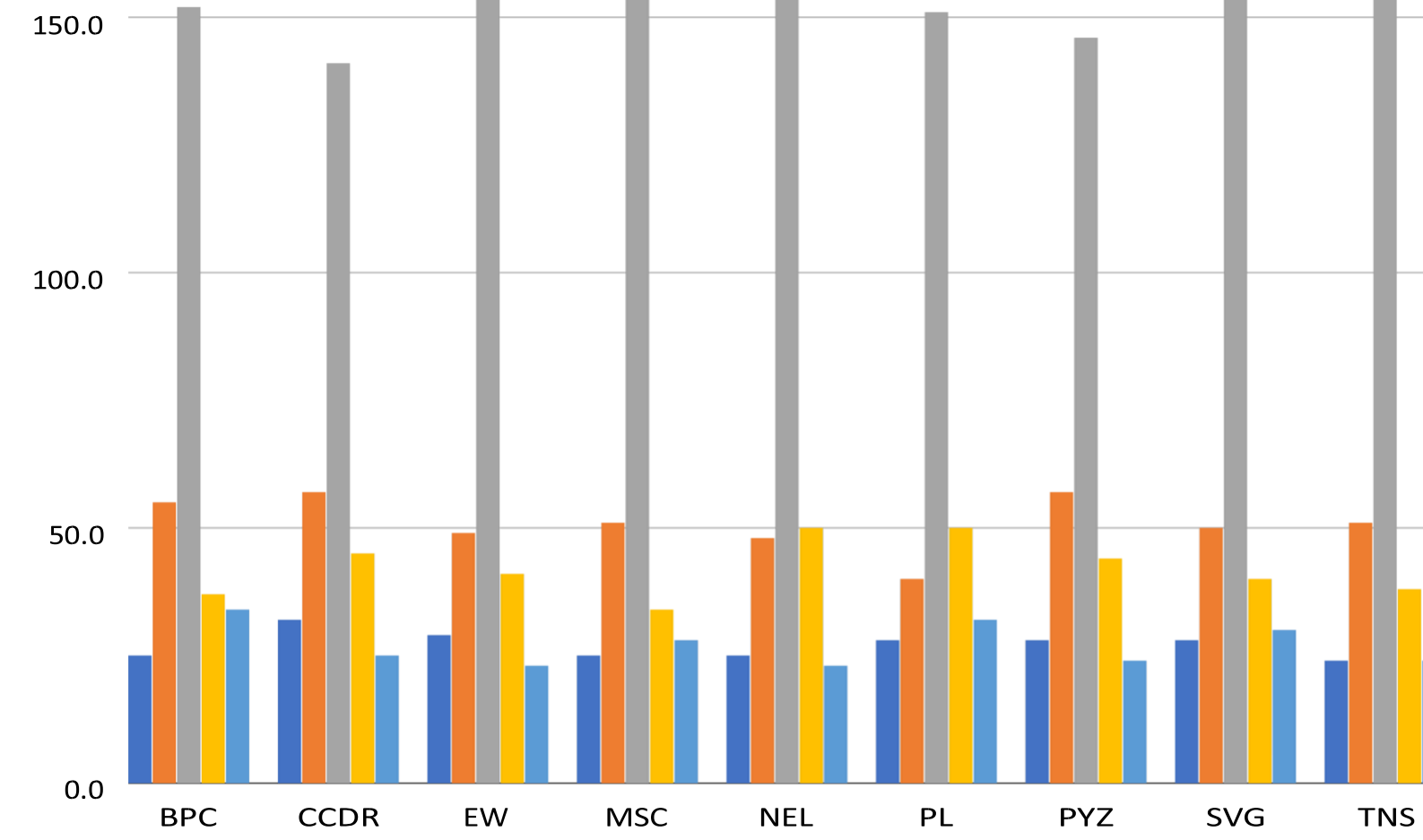
Result

*graph

RESULT

S





conclusion

THE EMPLOYEE PERFORMANCE ANALYSIS THE PROJECT HAS PROVIDED VALUABLE INSIGHTS INTO THE DRIVERS OF EMPLOYEE PRODUCTIVITY, GROWTH , AND RETENTION WITH IN OUR ORGANISATION LEVERAGING DATA ANALYTICS & VISUALISATION TECHNIQUES ,WE HAVE IDENTIFIED AREAS FOR IMOROVEMENT & DEVELOPED TARGETED INTERVENTIONS TO ENHANCE EMPLOYEE PERFORMANCE.

KEY

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