

# 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

Improve hiring, employee experience, engagement, retention, and business outcomes.

- Make data-driven decisions:
- People analytics takes out the guesswork and helps you make evidence-based decisions about your workforce. Using employee data analysis, you can surface insights into areas such as talent acquisition, performance management, employee engagement, and retention

# PROJECT OVERVIEW

Employee performance analysis is a formal and productive procedure to measure an employee's work and results based on their job responsibilities

1. Companies use performance appraisals to discover which employees have contributed the most to the company's growth, review progress, and reward high-achieving workers

2. An employee performance review is an evaluation where managers, peers, or other stakeholders assess a team

2. An employee performance review is an evaluation where managers, peers, or other stakeholders assess a team member's job performance over time

3. Employers use appraisal forms to measure their employees' performance and encourage improvement4.

# WHO ARE THE END USERS?

- ▶ Managers
- ▶ Employees
- ▶ Employers
- ▶ IT sectors
- ▶ Organisations
- ▶ Industries

# OUR SOLUTION AND ITS VALUE PROPOSITION

- ▶ Conditional formatting - missing
- ▶ Filter- remove
- ▶ Formula - performance
- ▶ Pivot - summary
- ▶ Graph- data visualization

# DATASET DESCRIPTION

- ▶ Employee - kaggle
- ▶ 26- features
- ▶ 9- features
- ▶ Employee id - number
- ▶ Name - text
- ▶ Employee -type
- ▶ Performance level
- ▶ Gender- male, female
- ▶ Employee rating - number



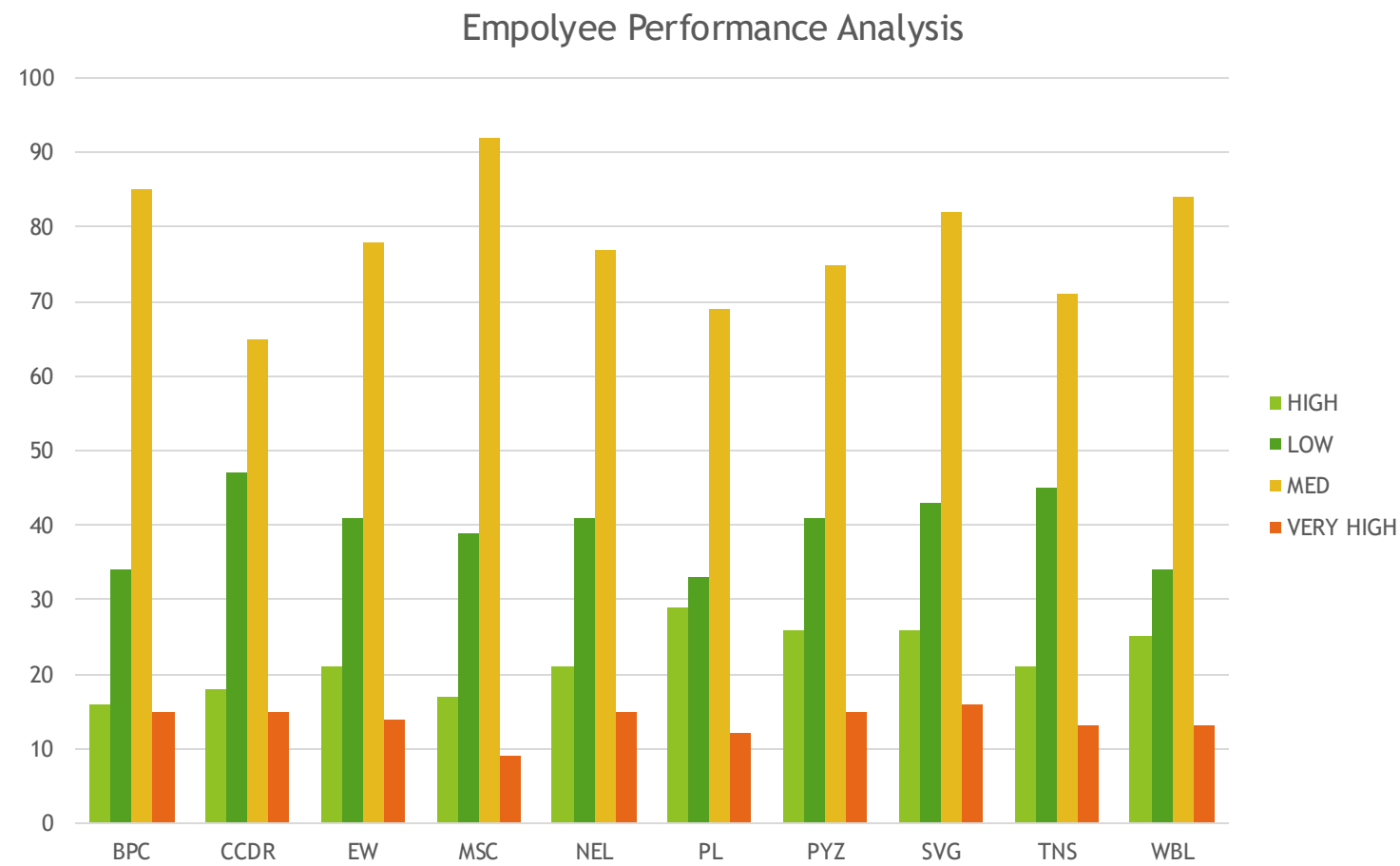
# THE “WOW “ IN OUR SOLUTION

PERFORMANCE LEVEL=IF(Z8>=5, “VERY HIGH” , IF (Z ) “HIGH” , IF(28>=3, “  
“MEDIUM”, “LOW” )))

# MODELLING

- ▶ Data Collection
- ▶ Feature Collection
- ▶ Data Cleaning
- ▶ Performance Level
- ▶ Visualizations

# RESULT



# CONCLUSION

Data analytics can be used to improve employees performance, retention and engagement in a number of ways:

- \*Performance management
- \*Employee retention
- \*Employee trust
- \*Transparency and accountability