

EMPLOYEE DATA ANALYSIS USING EXCEL

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PROJECT

**Employee Rating 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

EMPLOYEE RATING ANALYSIS IS USED IN ORGANIZATIONS FOR SEVERAL IMPORTANT REASONS:

1. *PERFORMANCE EVALUATION*: IT PROVIDES A STRUCTURED WAY TO ASSESS EMPLOYEE PERFORMANCE, IDENTIFYING STRENGTHS, WEAKNESSES, AND AREAS FOR IMPROVEMENT. THIS HELPS IN SETTING GOALS AND EXPECTATIONS FOR EMPLOYEES.
2. *DECISION MAKING*: EMPLOYEE RATINGS ARE CRUCIAL FOR MAKING INFORMED DECISIONS REGARDING PROMOTIONS, RAISES, BONUSES, AND OTHER REWARDS. THEY ENSURE THAT THESE DECISIONS ARE BASED ON OBJECTIVE DATA RATHER THAN SUBJECTIVE OPINIONS.
3. *TALENT MANAGEMENT*: BY ANALYZING EMPLOYEE RATINGS, ORGANIZATIONS CAN IDENTIFY HIGH PERFORMERS WHO MAY BE READY FOR LEADERSHIP ROLES AND PROVIDE TARGETED DEVELOPMENT OPPORTUNITIES FOR EMPLOYEES WHO NEED

IMPROVEMENT.



PROJECT OVERVIEW



Employee Rating Analysis

- Data Collection Framework
- Rating Criteria Development
- Performance Reports
- Tools and Technologies



WHO ARE THE END USERS?

- 1) *Employees*
- 2) *Employers*
- 3) *Managers*
- 4) *Organizations*

OUR SOLUTION AND ITS VALUE PROPOSITION



CONDITIONAL FORMATING



FILTERING

PIVOTAL TABLE

GRAPH – DATA VISUALIZATION



DATASET DESCRIPTION

- ✓ Employee Data From Kaggle 26 features in employee data
- ✓ 9 features used in excel
 - Employee ID - Numeric
 - Name - Text
 - Employee type - Text
 - Gender - Male / Female
 - Employee rating - Numeric
 - Business Unit - Text

THE "WOW" IN OUR SOLUTION



► Analysis Employee Rating Using Pivot Table



MODELLING

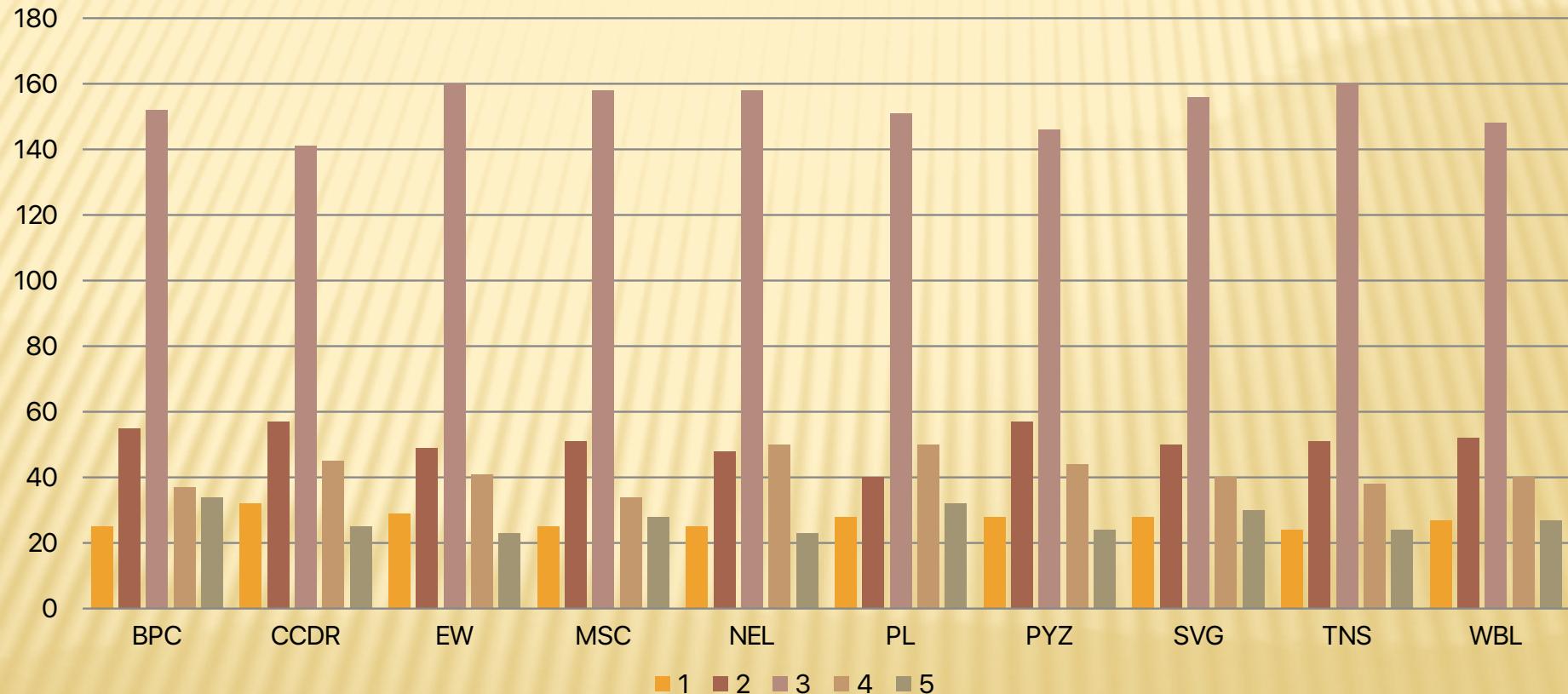


- ❖ Data Collection : The data was collected from kaggle.
- ❖ Hilight Data description : picking data from work sheet like employee id, Business Units,Names,Employee Rating ect.
- ❖ Exist Data : Picking existing employee details using conditional formatting.
- ❖ Removing Exsit Data : Using filtering option removing exsit employee data.
- ❖ Pivot Table : Creating pivot table by using data set.
- ❖ Graph : Graph was represented as colum chat and atteched in below.

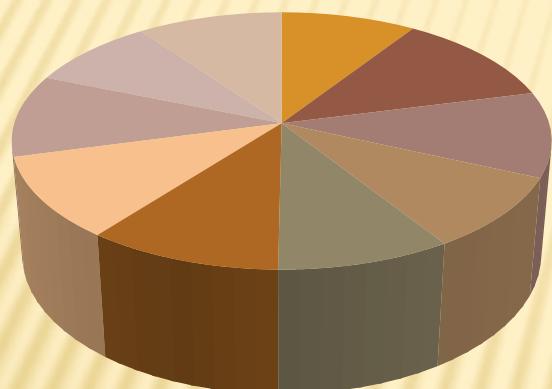


RESULTS

Employee Rating Analysis



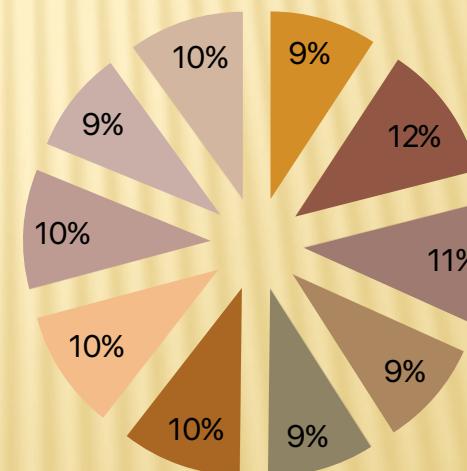
RESULTS



■ BPC
■ CCDR
■ EW
■ MSC
■ NEL
■ PL
■ PYZ
■ SVG
■ TNS
■ WBL

Employee Rating Analysis As Percentage

■ BPC ■ CCDR ■ EW ■ MSC ■ NEL ■ PL ■ PYZ ■ SVG ■ TNS ■ WBL



CONCLUSION

- *Most of the Employees are in 3 rating category we need to motivate them and push into 4 or 5 rating by giving tips and tricks.*
- *BPC have the high percentage in data set 13%.*
- *EW have low percentage in data set 8%.*
- *PYZ, NEL and CCDR have repited percentage 9%.*
- *The high Rating 5 is most in BPC .*