loyee Data Analysis using Excel

STUDENT NAME: Mownisha.S
REGISTER NO:312203336,asunm161312203336
DEPARTMENT:B.Com,COMMERCE COLLEGE: PRINCE SHRI VENKATESWARA ARTS AND SCIENCE COLLEGE

PROJECT TITLE

Employment Recruitment Analysis

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 performance evaluations are conducted to:

1. Measure job performance.
2. Provide feedback and development.
3. Align goals with company objectives.
4. Inform compensation decisions.
5. Motivate employees.
6. Offer legal protection.
7. Aid in succession planning.
8. Identify training.

PROJECT OVERVIEW

Employee performance refers to how well an employee fulfills their job duties and contributes to organizational goals. It involves measuring productivity, quality of work, efficiency, and overall contribution. Evaluating employee performance helps identify strengths and areas for improvement, guides development and training, informs compensation decisions, and ensures alignment with company objectives. Effective performance management leads to motivated employees, better organizational outcomes, and a clear path for growth and development.

WHO ARE THE END USERS?

OUR SOLUTION AND ITS VALUE PROPOSITION

Conditional formatting using
=IFS(G10>=1,"applicable",G10>=1,"not applicable",G10=1,"perfect"

Dataset Description

1.downloaded employee data set using- kaggle

2.features used:

- **Emp ID**
- **Name**
- **Gender**
- **Department**
- **Salary**
- **Start Date**
- **FTE**
- **Employee type**
- **Work location**
- **Eligibility**

THE "WOW" IN OUR SOLUTION

IFS(G10>=1,"applicable",G10>=1,"not applicable",G10=1,"perfect")

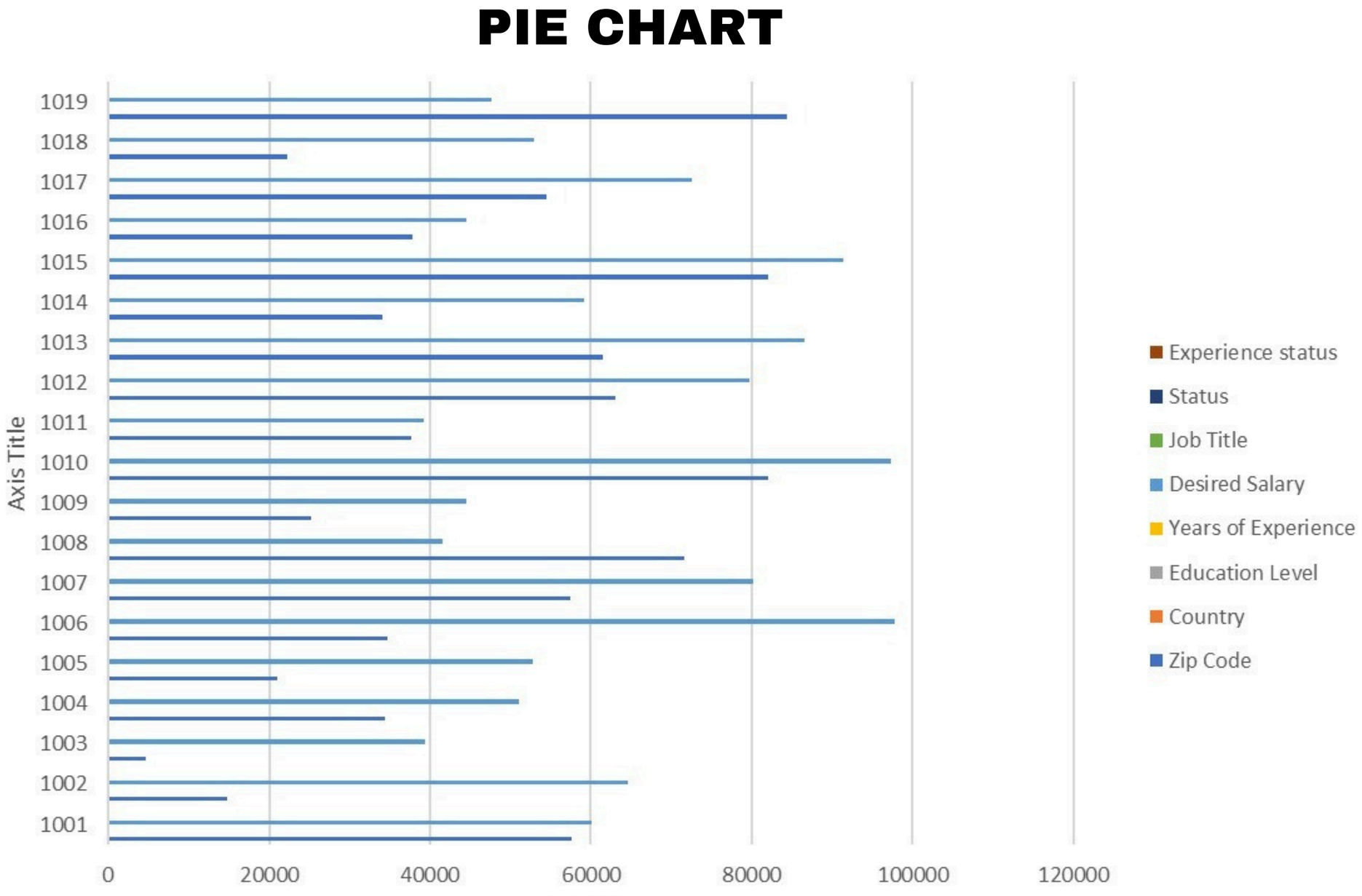
Pivot table,pie chart and bargraph

Highlighting the features

MODELLING

1.Dowloaded employee data sheet from kaggle
2.selected 20 datasets in the downloaded data sheet and created a new data sheet
3.Highlighted the features used in the data sheet
4.select the employee performance and done the Eligibility status
5.create the pivot column and created pie chart and bar graph
6.Made analysis using the bargraph

Results


PIE CHART
1019
1018
1017
1016
1015
1014
1013
1012
1011
1010
1009
1008
1007
1006
1005
1004
1003
1002
1001
Axis Title
0
20000
40000
60000
80000
100000
120000
Experience status
Status
Job Title
Desired Salary
Years of Experience
Education Level
Country
Zip Code

conclusion

The recruitment analysis shows that current methods are effective but could be improved in terms of efficiency and cost. Quality of hires is generally good, though there is room to reduce turnover and better match candidates to roles. Enhancing job descriptions and optimizing recruitment channels are recommended. Future strategies should adapt to changing organisational needs and job market trends. Overall, targeted improvements can lead to a more effective recruitment process.