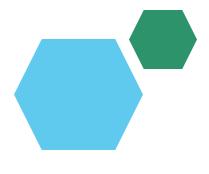
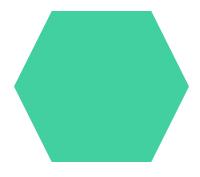
### **Employee Data Analysis using Excel**





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### PROJECT TITLE



# **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

- •Current Situation: The company seeks to implement a fair and motivational bonus structure for its employees.
- •Challenge: Ensure that bonus distribution aligns with the company's equity principles and rewards outstanding performance.



### PROJECT OVERVIEW

- •Objective: Establish a structured bonus system that acknowledges and rewards the efforts of male and female staff members.
- •Scope: This project involves defining and communicating the bonus amounts and ensuring the process is transparent and equitable.



### WHO ARE THE END USERS?

- •Target Audience: Male and female staff members across all departments.
- •Impact: Employees will understand the bonus distribution criteria and feel valued for their contributions.

### OUR SOLUTION AND ITS VALUE PROPOSITION



•Rationale: This structure aims to recognize and incentivize performance while also addressing potential gender-related compensation disparities.

### •Proposed Bonus Structure:

5	5000
4	4000
3	3000
2	2000
1	1000

# **Dataset Description**

- Employee Data Set = Edunet Dashboard
- > 9 Feature they are provided.
- > 5 features are taken to data analysis
- > They are:
- 1. Emp Id = Value & Number
- 2. Name = Text
- 3. Gender = Male, Female
- 4. Employee Rating = numerical value
- 5. Bonus = 5-5000,4-4000,3-3000,2-2000,1-1000.

### THE "WOW" IN OUR SOLUTION

•=IF(J2=5,5000,IF(J2=4,4000,IF(J2=3,3000,IF(J2=2,2000,IF(J2=1,1000))))



## MODELLING

#### **COLLECTION OF DATA SET:**

- > The data was collected from the edunet dash board
- ➤ And all the data was alignment and there are 7 features are given
- In these 7 features as that I was selected the 3 features to analysis the employee rating form the employee data base.

#### **FEATURES COLLECTING:**

- In the data base their was an blank cell are in the data
- ➤ To remove the blank cell first used the conditional formatting tool used to highlight the black cell with the filling of color

- > After filling with the color of the blank cell.
- With the help of the slicer & filter option removed the blank row and color in the dataset.

#### **DATA HIGHLIGHTING:**

- In the given 7 features we have to highlight the feature which we have to analysis the date
- Emn Id, name, gender, employee type, increment amount.

#### **RATING LEVEL CALCULATION:**

- The increment amount are calculated by the formula of =IF(J2=5,5000,IF(J2=4,4000,IF(J2=3,3000,IF(J2=2,2000,IF(J2=1,1000)))).
- The value of bonus is based on employee job rating. if employee has 5 rating if he/she will get 5000 as bonus, if employee has 4 rating if he/she will get 4000 as bonus, if employee has 3 rating if he/she will get 3000 as bonus, if employee has 2 rating if he/she will get 2000 as bonus, if employee has 1 rating if he/she will get 1000 as bonus.

#### **PIVOT TABLE:**

- In the pivot table they are used to summarize the data which are provided in the data set.
- The important column are selected in the pivot table are Emn Id, name, gender, employee type, increment amount.
- > They are customize in the pivot table option

Bonus =Rows

Gender= Column

Name= Filter

Count of job rating = Values

#### **GRAPH CHART:**

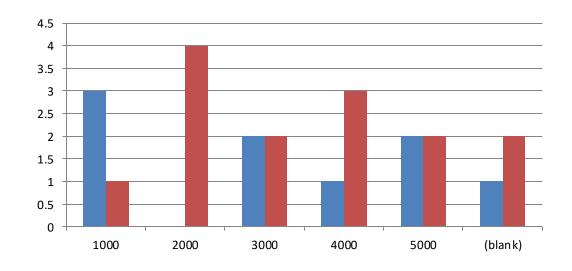
- > In the analysis the important thing we have to insert the graph chart.
- > The recommended chart we can select the data are shown in the data.

- In the graph chart they are shown the trend line of the data set which we have selected in the table
- In all the data are selected and we have to name the graph chart of the data "bonus amount of employee on salary"
- each and every line and diagram are provided in the chart

#### **SLICER& FILTER:**

- > in the slicer and filter they are provided the summarizing the data in the short list.
- > In these are provided under the heading are in the greater of the option .
- After selecting the dialogue box the new box will appear and select which data are used to provided under the pivot table.
- > The data are provided in the pivot table, graph chart, slicer.

# **RESULTS**



■ Female ■ Male

## **FINDINGS**

**Findings:Equity Considerations:** The proposed bonuses is based on employee's work performance and job rating.

**Impact Assessment:** Initial feedback and analysis suggest that the proposed bonus amounts are well-received and align with performance expectations.

## conclusion

- •Summary: Implementing a bonus structure aligns with company goals of fair compensation and performance recognition.
- •Next Steps:
- •Communication Plan: Clearly communicate the new bonus structure to all employees.
- •Feedback Mechanism: Establish a process for collecting employee feedback and addressing any concerns.