Employee Data Analysis using Excel

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PROJECT TITLE

EMPLOYEE PERFORMANCE 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 analysis serves to:
- Evaluate job performance and progress.Identify areas for improvement and development.Inform compensation and promotion decision.Enhance employee engagement and motivation.

PROJECT OVERVIEW

Employee analysis is necessary to evaluate performance, identify training needs, and inform career development, compensation, and talent management decisions. It also helps organizations understand employee engagement, retention, and turnover, enabling data-driven decisions to drive business success and informed strategic planning.

WHO ARE THE END USERS?

- HUMAN RESOURCE DEPARTMENTS
- MANAGEMENT AND LEADERSHIP
- TEAM LEADERS AND SUPERVISORS
- EMPLOYEES
- EXECUTIVE LEADERSHIP
- BUSINESS ANALYSTS
- RECRUITERS

OUR SOLUTION AND ITS VALUE PROPOSITION

FILTERING- REMOVE VALUES

PIVOT TABLE - SUMMARY OF EMPLOYEE PERFORMANCE

BAR DIAGRAM - FINAL REPORT

DATASET DESCRIPTION:

EMPLOYEE DATA SET - NAAN MUDHALVAN PORTAL

EMPLOYEE ID- ALPHANUMERIC(TEXT)
NAME- ALPHABETICAL(TEXT)
GENDER- ALPHABETICAL(TEXT)
DEPARTMENT - ALPHABETICAL(TEXT)
SALARY - NUMERICAL
START DATE - ALPHANUMERIC(TEXT)
FTE- NUMERICAL
EMPLOYEE TYPE- ALPHABETICAL(TEXT)
EMPLOYEE LOCATION- ALPHABETICAL(TEXT)
current employee rating- NUMERICAL
title-ALPHABETICAL(TEXT)
business unit- ALPHABETICAL(TEXT)
performance rate-numerical
pay zone - ALPHABETICAL(TEXT)
employee type- ALPHABETICAL(TEXT)
employee status- ALPHABETICAL(TEXT)

THE "WOW" IN OUR SOLUTION

Filtering helps in data sets by removing irrelevant data, reducing noise, and improving data quality, allowing for more accurate analysis and informed decision-making. It also saves time and increases efficiency by quickly narrowing down large datasets to relevant subsets, revealing key information and trends.

MODELLING

STEP - 1

DOWNLOAD THE EMPLOYEE DATASAET IN NAAN MUDHALVAN PORTAL.

STEP - 2

SELECT THE ENTIRE DATA AND CLICK ON DATA AND CLICK ON FILTER OPTION.

STEP - 3

FILTER FROM A TO Z ORDER.

STEP - 4

SELECT THE ENTIRE DATA AND CLICK ON PIVOT TABLE TO CREATE PIVOT TABLE.

- **STEP -5**

  DRAG THE NEEDED DATA AND CREATE A PIVOT TABLE.
- **STEP -6**

  SELECT THE PIVOT TABLE AND CLICK ON INSERT.
- **STEP-7**

  NOW CLICK ON THE CHART THAT YOU WANT.
- **STEP -8**

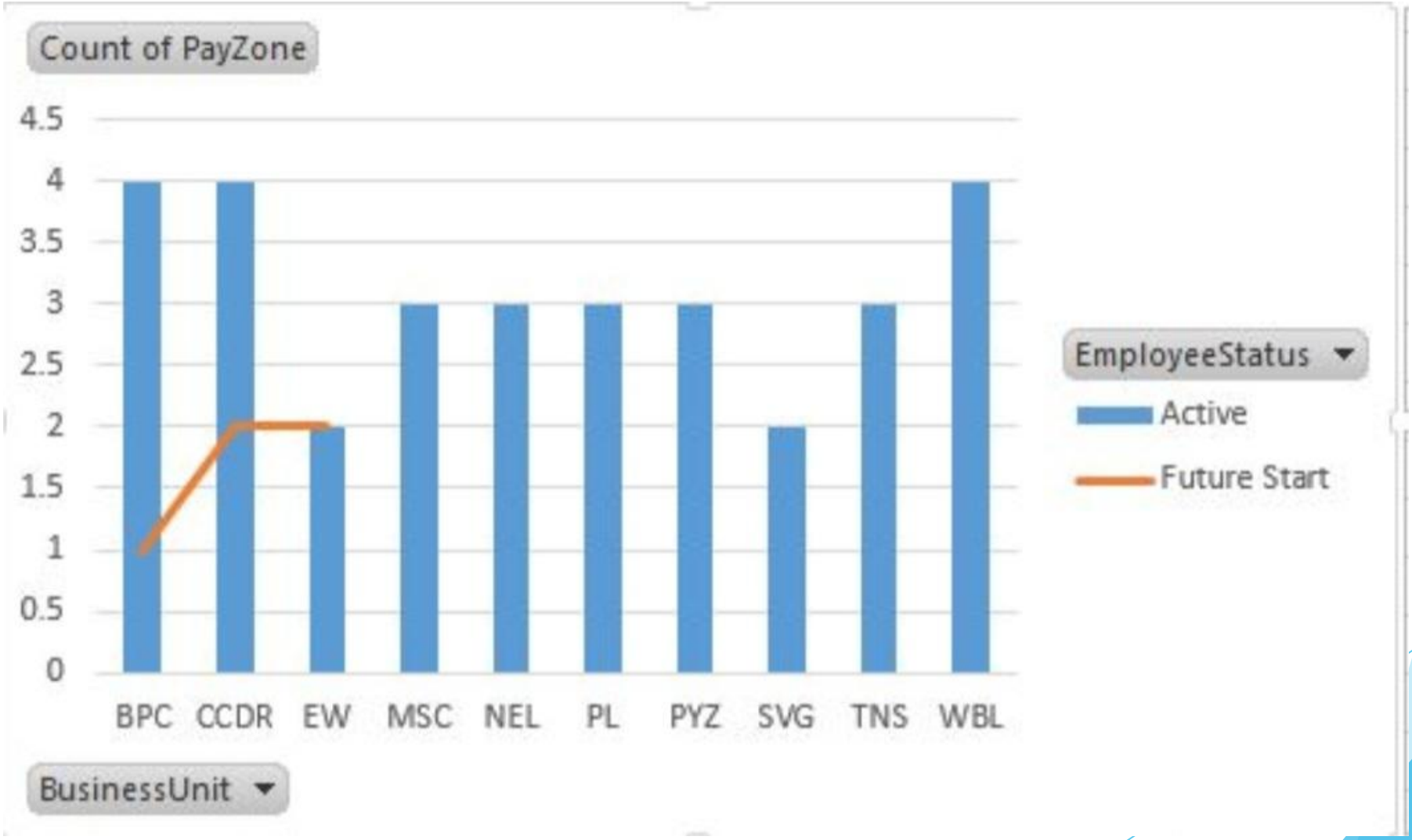
  THE CHART IS CREATED.

RESULT

1. TABLES

Count of PayZone	Column Labels		
Row Labels	Active	Future Start	Grand Total
BPC	4	1	5
CCDR	4	2	6
EW	2	2	4
MSC	3		3
NEL	3		3
PL	3		3
PYZ	3		3
SVG	2	1	3
TNS	3		3
WBL	4		4
Grand Total	**31**	**6**	**37**

2. BAR DIAGRAM



CONCLUSIONS :

A database is used to store, manage, and retrieve large amounts of organized data, enabling efficient access and analysis for informed decision-making. It also provides a secure and structured repository for data, supporting various applications and business operations.

A database allows for quick data retrieval, updating, and manipulation, making it an essential tool for businesses, organizations, and applications. It also enables data sharing, collaboration, and scalability, supporting growth and innovation in various industries.