

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



An effective problem statement includes evidence to support any unbiased claims. This evidence should demonstrate the scope of the problem ,such as the loss it's causing, a decrease in activity, staff attrition or other specific and measurable problems it is causing

A problem statement is a short piece of writing that helps employees identify and work through a problem in the workplace. It's a tool that describes the gap between the current and desired state of performance, and is often used to get management approval for a project. The purpose of a problem statement is to highlight problems and find solutions for them.



PROJECT OVERVIEW



This dataset contains information about employees in a company, including their educational backgrounds, work history, demographics, and employment related factors. It has been anonymized to protect privacy while still providing valuable insights into the workforce.



WHO ARE THE END USERS?

This dataset can be used for various HR and workforce-related analyses, including employee retention, salary structure assessments, diversity and inclusion studies, and leave pattern analyses. Researchers, data analysts, and HR professionals can gain valuable insights from this dataset.

OUR SOLUTION AND ITS VALUE PROPOSITION



Filtering – Remove missing values

Conditional formatting – Blanks

Pivot table – Summary of employee performance

Formula – IFS

Graphs – Final report



Dataset Description

Kaggle-Employee dataset

26 feature

9 features

EMP-id numerical

Dataset – text

Ln – text

Business unit-text

Employee type

Employee status – Business

Gender- male , female

Rating – Numerical (5,4,3,2)

THE "WOW" IN OUR SOLUTION



An employee dataset solution typically involves designing and implementing a system to store, manage, and analyze employee-related data



MODELLING

Data set collection

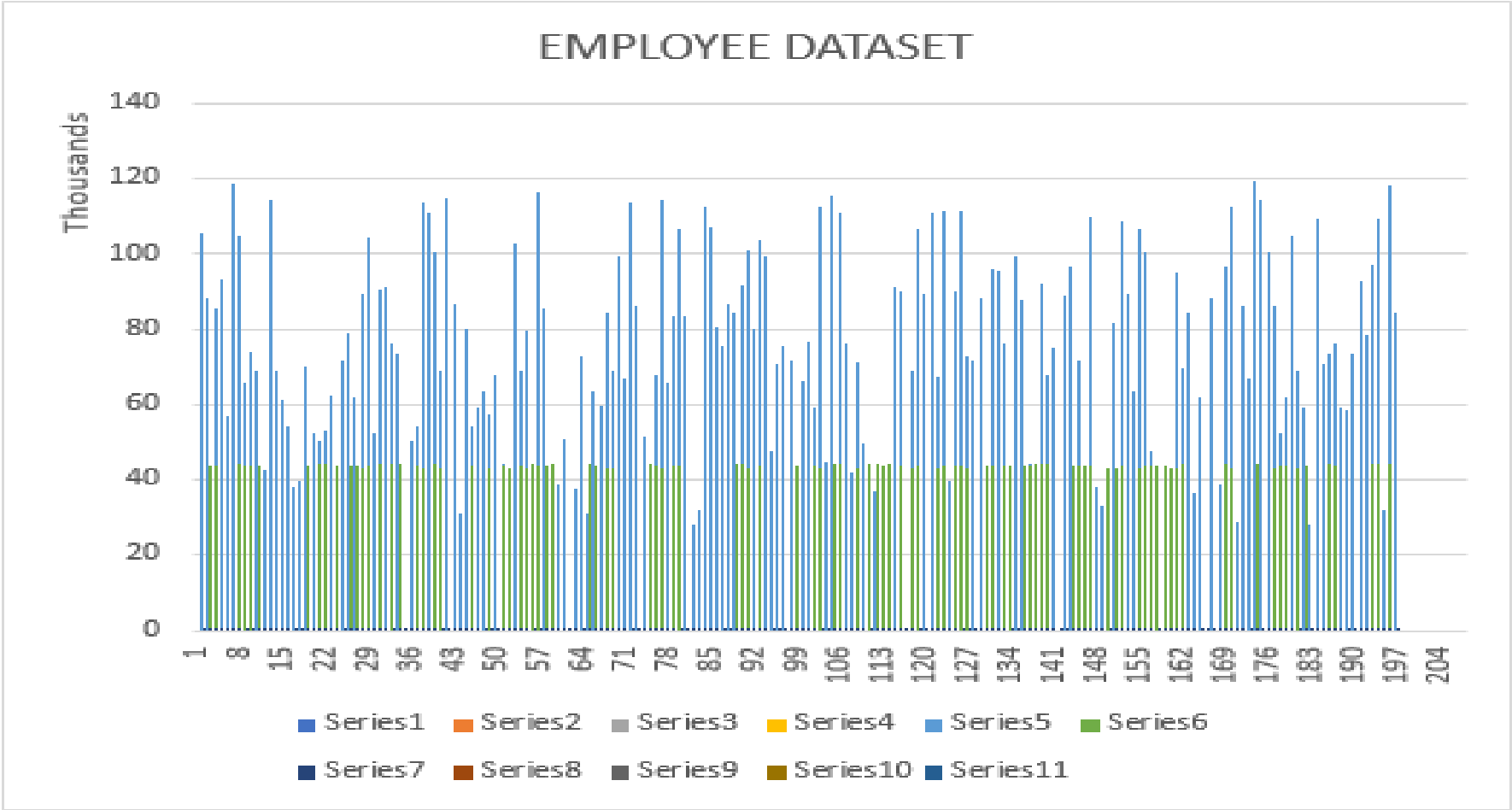
Date preparation- cleaning, filtering

Performance level calculation

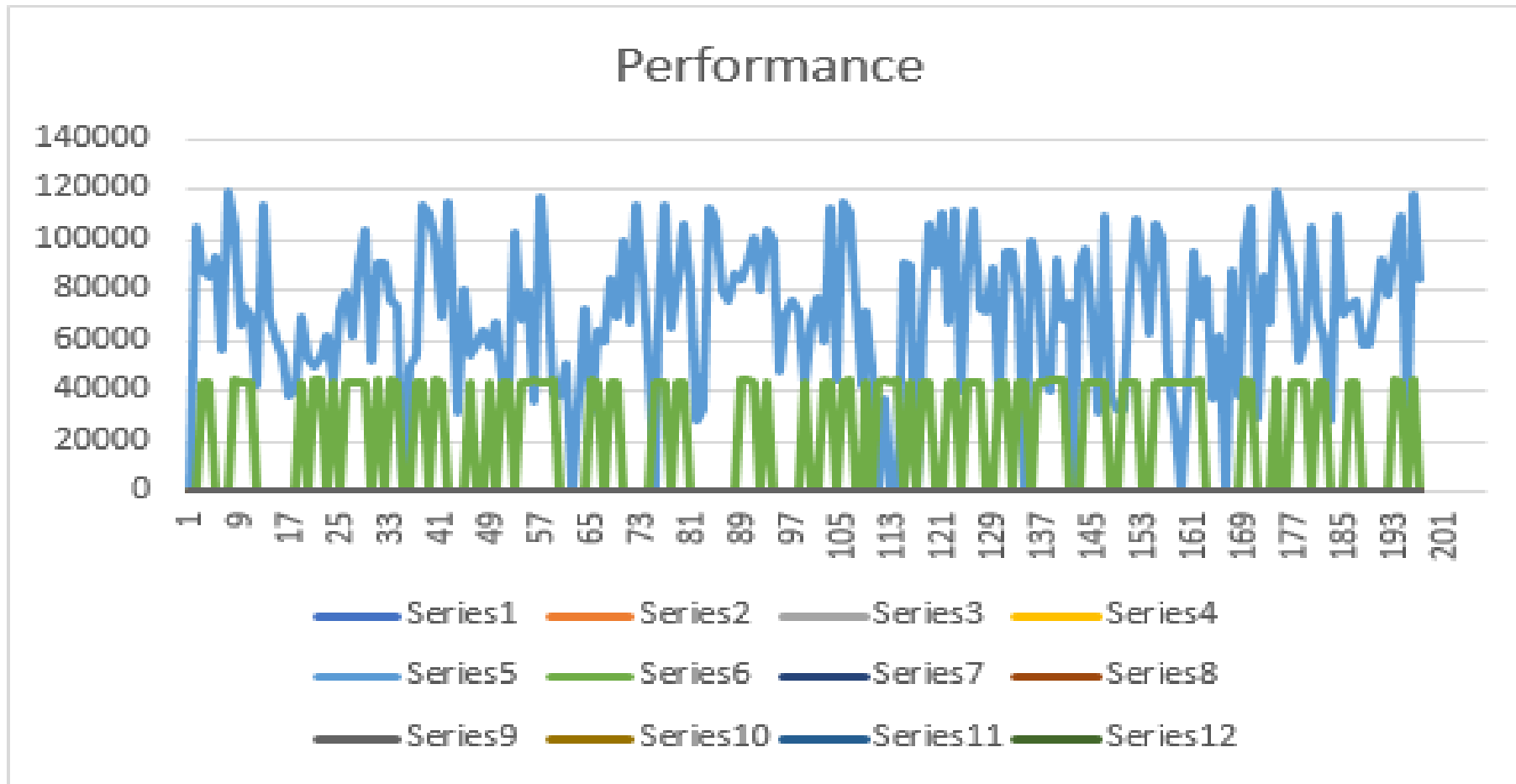
*Summarization of employee's performance based
on rating, gender, emp type*

Data visualization using bar chart

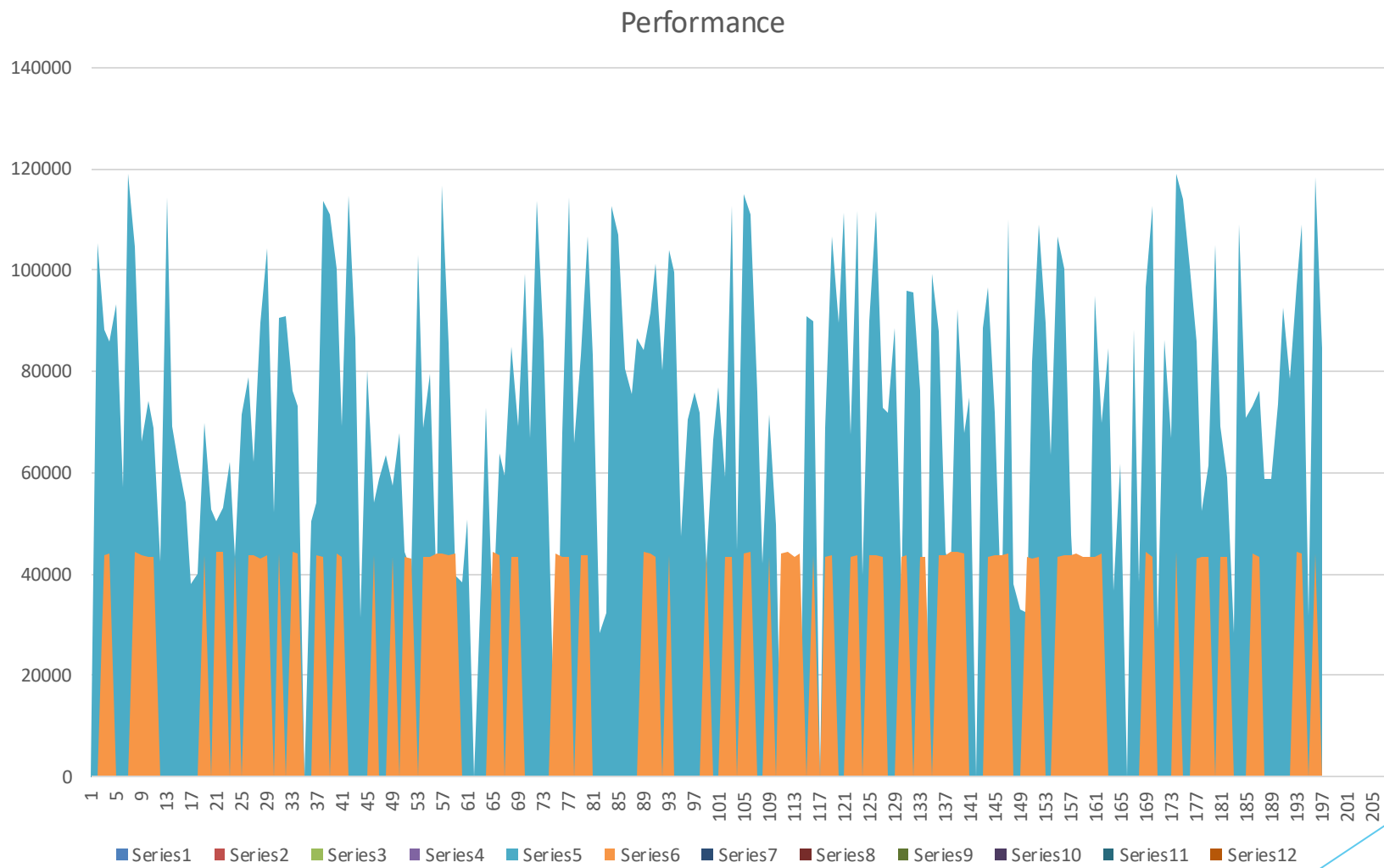
RESULTS



RESULTS



RESULTS



conclusion

An excel-based Employee Performance Rating Card and Dashboard is very useful and adaptable tool. It can significantly enhance your performance management process.