

Employee Performance Analysis

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PROJECT TITLE

Employee Performance Analysis
using Excel

AGENDA

- PROBLEM STATEMENT
- PROJECT OVERVIEW
- END USER
- OUR SOLUTION AND PROPOSITION
- DATASET DESCRIPTION
- MODELLING APPROACH
- RESULTS AND DISCUSSION
- CONCLUSION

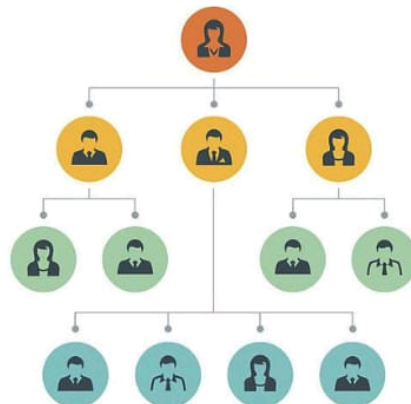
PROBLEM STATEMENT

- Define the primary goal of the performance analysis, such as improving overall productivity, identifying high and low performers, or aligning performance with organizational goals. Mention any negative impacts these challenges have on the
- organization, such as decreased employee morale, higher turnover rates, or missed business objectives.
- Address issues related to the collection and quality of performance data, including whether data is outdated, incomplete, or biased.
- Highlight issues related to employee engagement and how performance analysis could address these concerns. Explain if and how current performance metrics align with the
- organization's strategic goals and objectives.

PROJECT OVERVIEW

The project aims to enhance organizational efficiency by analyzing employee performance data to identify strengths, weaknesses, and areas for improvement. It will involve assessing current evaluation methods, gathering comprehensive performance metrics, and aligning these with strategic goals. The goal is to develop actionable insights that drive better decision-making, improve employee development, and optimize overall productivity.

WHO ARE THE END USERS?



OUR SOLUTION AND ITS VALUE PROPOSITION

- Conditional formatting-missing
- Filter-remove
- Formula-performance
- Pivot-summary
- Graph-data visualization

THE "WOW" IN OUR SOLUTION

PERFORMANCE LEVEL = IF(Z8>=5,"VERY
HI GH",Z 8>=4," HI GH", Z 8>= 3,"ME D ",TR U E, " LO W")

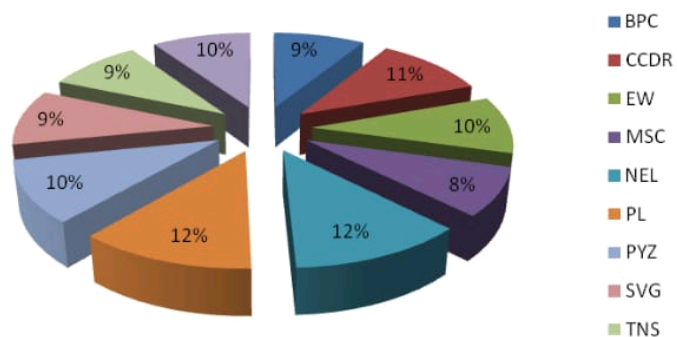
DATA DESCRIPTION

- Employee dataset from Kaggle
- 26-features
We selected 9-features
- - Employee ID number
 - Employee name
 - Employee type
 - Performance level
 - Gender
 - Employee rating number

MODELLING

□ evaluation

Employee Performance Analysis



MODELLING

- **Data collection**

- Download the employee dataset from Kaggle -

- After the download an Excel sheet will open -

- In that sheet we have employee data details which has 26-features

- **Features collection**

- We are selecting 9-features for our project

- In that features we have, employee id, employee name, employee type, gender, performance level, employee rating

- **Data cleaning**

- In this method, we clear the empty rows or columns in the sheet

- By selecting the empty rows and clear using conditional formatting tool

MODELLING

□ Performance level

-Here, we calculate the performance of the employees

-By using a formula we can calculate the performance

-Using IF formula : =IF(Z2>=5,"VERY
HIGH",Z2>=4,"HIGH", Z2>=3,"M ED ", "TRUE", "LOW")



□ Pivot table

-After creating the performance level, click on pivot table icon

-In that an application will appear as row, column, fields

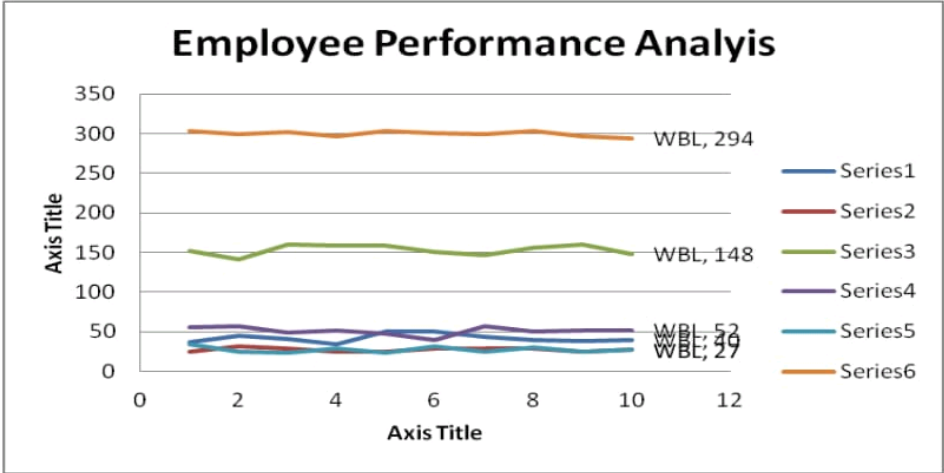
-Select the required items and click ok

-Then using the details create a graph

□ Summary

Using this method, we can know the performance level of the employees through graph.

RESULT



CONCLUSION

The employee performance analysis has provided valuable insights into individual and team strengths and weaknesses, aligning performance with organizational goals. By identifying key areas for improvement and implementing targeted development initiatives, the organization can enhance overall productivity, foster employee growth, and make informed decisions about promotions and resource allocation. This analysis not only helps in addressing existing performance issues but also supports a more strategic approach to employee management, ultimately contributing to the organization's long-term success.



THANK YOU