



# EMPLOYEE DATA ANALYSIS USING EXCEL

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# *PROJECT TITLE*



## *Employee Performance Analysis using Excel*



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# 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



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# PROBLEM STATEMENT



1. To overview the performance of the employees for the organisational development.
2. To select the employees who achieved more for the organisation.
3. To recognise the employee by their **WE** performance.

# PROJECT OVERVIEW

- Employee performance analytics is the act of analyzing HR data to measure how your employees are performing against KPIs. These KPIs are role-specific performance goals, metrics, or standards that are tied to your larger business goals.
- A needs analysis defines deficiencies or problems and identifies causes and solutions. It can be thought of as the process of identifying gaps between what should be happening and what is happening, and accounting for the causes of these gaps.



# *WHO ARE THE END USERS?*

- Employer
- Employee
- Organisation
- IT sector
- Managers
- Management  
heirarchies



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# *OUR SOLUTION AND ITS VALUE PROPOSITION*



- Conditional Formatting - To remove blank
- Formulae - To overview the performance level
- Auto Filter - To take the necessary data
- Graph - To visualize the data
- Pivot Table - To get the summary

# *Dataset Description*

- Employee data set - Kaggle
- Total features - 26
- Considered - 9 features
- Employee ID
- Employee name
- Employee type
- Performance level
- Gender ID
- Employee Rating



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# *THE "WOW" IN OUR SOLUTION*



- Analysing Employee Performance by graph visualization & Summary table



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# MODELLING

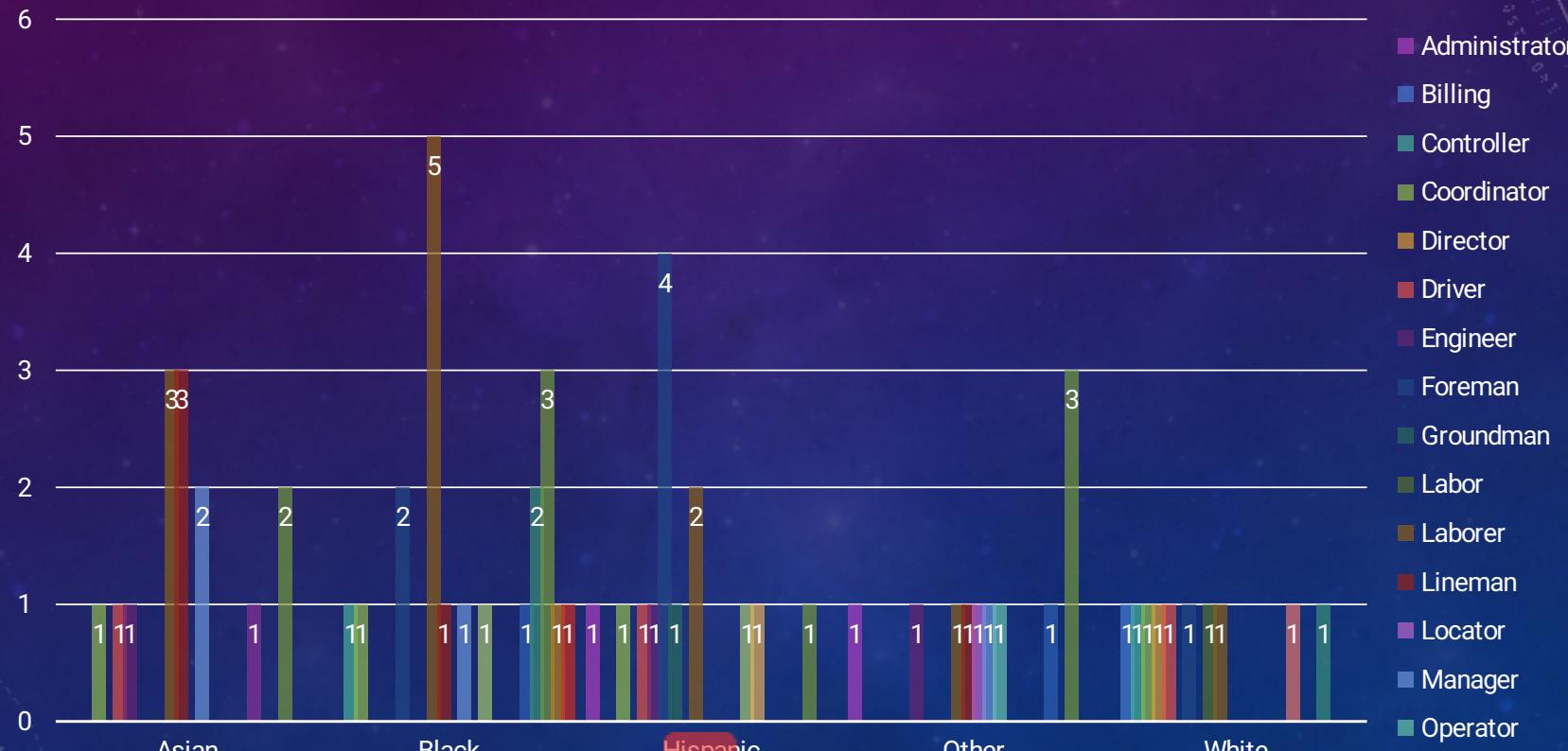


- ❖ Data collection
  - 1. Raw data from Kaggle
  - 2. Analysing it through Excel
- ❖ Feature collection
  - 1. Looking it through Pivot table & overview the results by applying Formulae
  - 2. Formulae enhances to get the result for their individual act
- ❖ Data cleaning
  - 1. Sort out the unnecessary data by filtering option
  - 2. Taking out considered data by Pivot able.



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# *RESULTS of Employee Performance Analysis*



# *conclusion*

**\*Role Distribution\***: If this data is about employee distribution, it looks like certain roles have higher counts or more significant performance metrics. For instance, roles like "Labour" or "Foreman" might have more employees or higher performance metrics than roles like "Billing" or "Driver".

**\*Diversity Analysis\***: If the data includes demographic breakdowns, there may be insights on diversity in different roles. For example, you might conclude if certain roles have more diversity compared to others.



# *SUGGESTION*

If the organisation work is highly based on female employee participation, then it is suggested to improve the satisfaction level, needs and wants of female employees by adding some changes in the policy or improve the quality of work area. If not, then the company can move on with the current policy and nature of work.



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