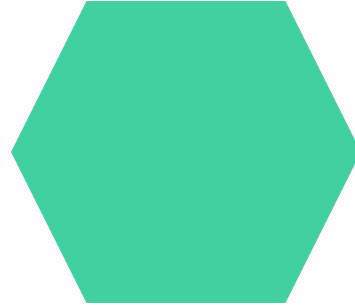
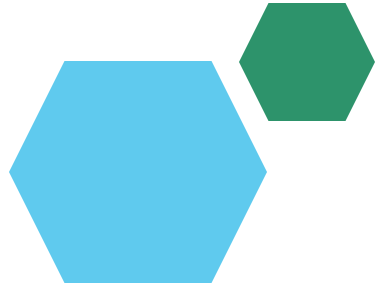


# Employee Data Analysis using Excel



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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

TO EXAMINE :  
HOW EFFICIENTLY THE EMPLOYEE'S  
OF AN ORGANISATION ARE WORKING  
IN EACH BUSINESS UNIT  
RESPECTIVELY.



# PROJECT OVERVIEW

- ❑ FILTERATION OF GIVEN DATA SET.
- ❑ ANALYSING PERFORMANCE LEVEL OF EMPLOYEES.
- ❑ BUILDING PIVOT TABLE.
- ❑ CONSTRUCTION OF GRAPH AND PIE CHART.
- ❑ TREND LINE AS A REFLECTION OF PERFORMANCE.



# WHO ARE THE END USERS?

## INSIDERS :

THE END USERS ARE THE MANAGEMENT, ADMINISTRATION, FINANCE AND ACCOUNTING SECTORS OF THE RESPECTIVE ORGANISATION.

## OUTSIDERS :

THE END USERS ARE THE INVESTORS, SHAREHOLDERS, FINANCING PARTNERS, GOVERNMENT AND COMPETITORS.

# OUR SOLUTION AND ITS VALUE PROPOSITION



- 1. IDENTIFY AREAS OF STRENGTH AND WEAKNESS.
- 2. SET PERFORMANCE GOALS AND TARGETS.
- 3. EVALUATE JOB PERFORMANCE AND PRODUCTIVITY.
- 4. DEVELOP TRAINING AND DEVELOPMENT programs.
- 5. Inform decisions on promotions, bonuses, and rewards.
- 6. Improve communication and feedback.
- 7. Increase employee motivation and ENGAGEMENT.
- 8. Reduce turnover and absenteeism.
- 9. Enhance overall organizational performance.
- 10. Make data-driven decisions.

# Dataset Description

1. Employee I'd
2. First name.
3. Last name.
- 4.business unit.
5. Employee status.
6. Employee type.
- 7.employee classification type.
- 8.gender code.
- 9.performance score.
- 10.current employee rating.
- 11.performance level
- 12.marital description.
- 13.race description.
- 14.Location code.
15. Job function description.
16. State.
17. DOB.
- 18.Division.
- 19.Department type.
- 20.Termination description.
- 21.Termination type.
- 22.Payzone.
- 23.Start date.
24. Exit date.
25. Title.
- 26 . Supervisor.
27. ADEmail



# THE "WOW" IN OUR SOLUTION

- Pivot table that gives clear cut view of the performing employees and respective business unit with certain specifications.
- Logical test formula for performance level setting:

=IFS(Z8>=5,"VERYHIGH",  
Z8>=4,"HIGH",Z8>=3,"MED",TRUE,"LOW")

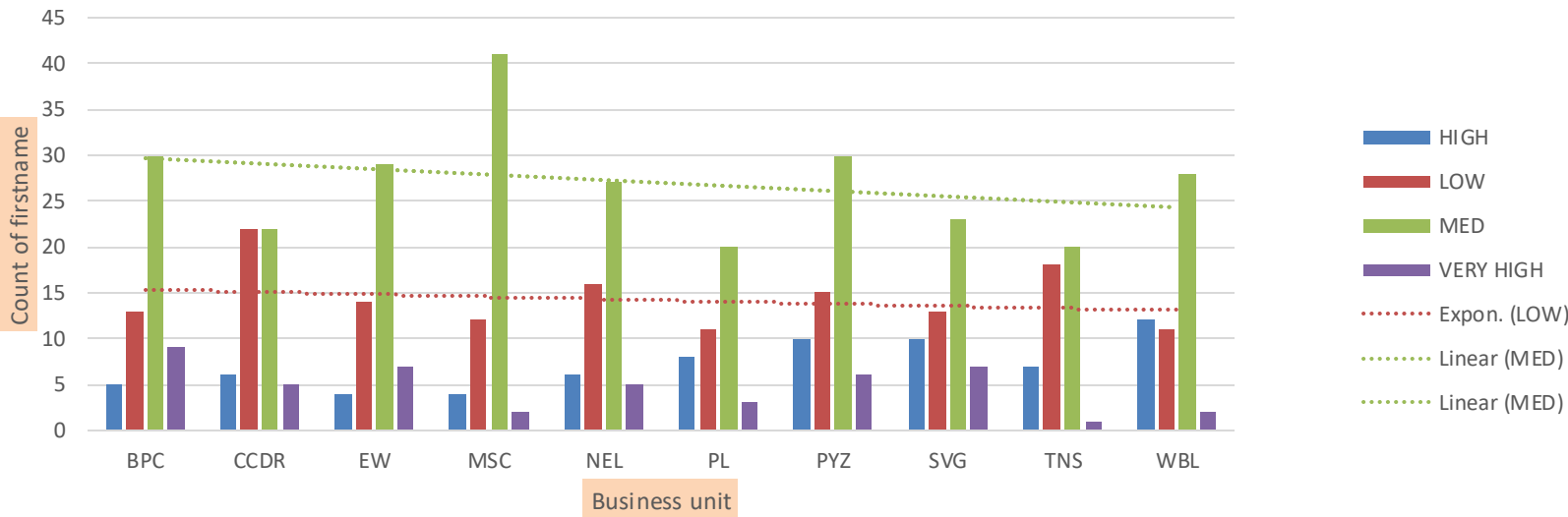


# MODELLING

1. Calculated performance level by using the current employee rating .
2. Prepared pivot table.
3. Filtered pivot table.
4. Prepared a graph using pivot table data.
5. Prepared trend lines for medium and low performance.

# RESULTS

Employee Performance Analysis



# conclusion

In conclusion, employee performance analysis helps identify strengths, areas for improvement, and opportunities for growth. It enables better decision-making, increases productivity, and aligns individual goals with organizational objectives. Regular performance assessments foster a culture of continuous development and contribute to overall business success