

Employee Data Analysis Using Excel



STUDENT NAME: Pavithra. D

REGISTER NO:312203346,asunm: 161312203346

**DEPARTMENT:B.Com,COMMERCE COLLEGE: PRINCE
SHRI VENKATESWARA ARTS AND SCIENCE COLLEGE**



PROJECT TITLE

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Employee salary 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

Employee performance evaluations are conducted to:

1. Measure job performance.
2. Provide feedback and development.
3. Align goals with company objectives.
4. Inform compensation decisions.
5. Motivate employees.
6. Offer legal protection.
7. Aid in succession planning.
8. Identify training.



PROJECT OVERVIEW



Employee performance refers to how well an employee fulfills their job duties and contributes to organizational goals. It involves measuring productivity, quality of work, efficiency, and overall contribution. Evaluating employee performance helps identify strengths and areas for improvement, guides development and training, informs compensation decisions, and ensures alignment with company objectives. Effective performance management leads to motivated employees, better organizational outcomes, and a clear path for growth and development.



WHO ARE THE END USERS?



OUR SOLUTION AND ITS VALUE PROPOSITION



Conditional formatting using
`=IFS(G10>=1,"applicable",G10>=1,"not applicable",G10=1,"perfect")`

Usage of pivot table ,pie chart and bar graph

Dataset Description

1.downloaded employee data set using- kaggle

2.features used:

- Emp ID
- Name
- Gender
- Department
- Salary
- Start Date
- FTE
- Employee type
- Work location
- Eligibility

THE "WOW" IN OUR SOLUTION

IFS(G10>=1,"applicable",G10>=1,"not applicable",G10=1,"perfect")

Pivot table, pie chart and bargraph

Highlighting the features

Interpreting the salary of each individual



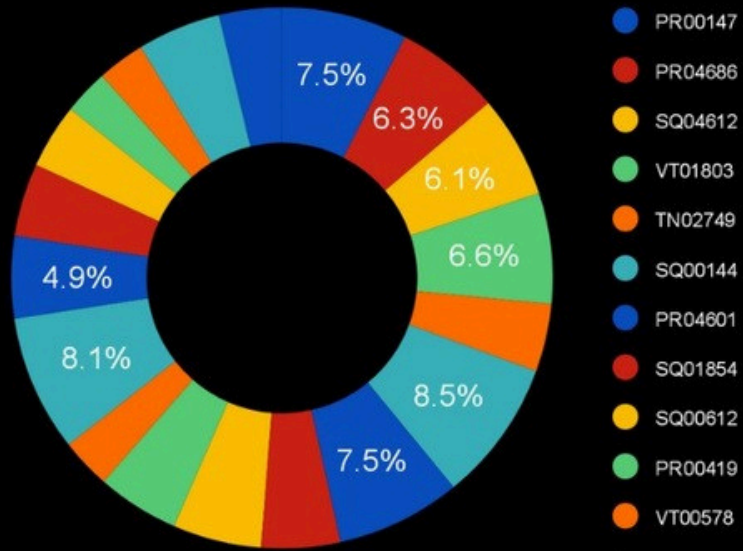
MODELLING

1. Downloaded employee data sheet from kaggle
2. selected 20 datasets in the downloaded data sheet and created a new data sheet
3. Highlighted the features used in the data sheet
4. select the employee performance and done the Eligibility status
5. create the pivot column and created pie chart and bar graph
6. Made analysis using the bargraph

RESULT

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pie chart



Bar graph



conclusion

In conclusion, effective employee performance management is essential for both individual and organizational success. It ensures that employees are meeting expectations, contributing to the company's goals, and continuously developing their skills. Regular performance evaluations not only drive motivation and productivity but also enable informed decisions regarding promotions, compensation, and career development. Ultimately, a strong focus on employee performance leads to a more engaged, efficient, and successful workforce.