EMPLOYEE DATA ANALYSIS USING EXCEL

STUDENT NAME: George vim al. P
REGISTER NO: 312211290/ NM ID :asunm1425unm1425georgevim alp
DEPARTMENT: B.Com (G) COMMERCE
COLLEGE :   K.R.M.M.COLLEGE

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PROJECT

Employee Rating 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

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PROBLEM   STATEMENT

EMPLOYEE RATING ANALYSIS IS USED IN ORGANIZATIONS FOR SEVERAL IMPORTANT REASONS:

1. *PERFORMANCE EVALUATION*: IT PROVIDES A STRUCTURED WAY TO ASSESS EMPLOYEE PERFORMANCE, IDENTIFYING STRENGTHS, WEAKNESSES, AND AREAS FOR IMPROVEMENT. THIS HELPS IN SETTING GOALS AND EXPECTATIONS FOR EMPLOYEES.

2. *DECISION MAKING*: EMPLOYEE RATINGS ARE CRUCIAL FOR MAKING INFORMED DECISIONS REGARDING PROMOTIONS, RAISES, BONUSES, AND OTHER REWARDS. THEY ENSURE THAT THESE DECISIONS ARE BASED ON OBJECTIVE DATA RATHER THAN SUBJECTIVE OPINIONS.

3. *TALENT MANAGEMENT*: BY ANALYZING EMPLOYEE RATINGS, ORGANIZATIONS CAN IDENTIFY HIGH PERFORMERS WHO MAY BE READY FOR LEADERSHIP ROLES AND PROVIDE TARGETED DEVELOPMENT OPPORTUNITIES FOR EMPLOYEES WHO NEED IMPROVEMENT.

PROJECT OVERVIEW

Employee Rating Analysis

- ❑ Data Collection Framework
- ❑ Rating Criteria Development
- ❑ Performance Reports
- ❑ Tools and Technologies

WHO ARE THE END USERS?

1) Employees
2) Employers
3) Managers
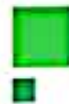4) Organizations

OUR SOLUTION AND ITS VALUE PROPOSITION

CONDITIONAL FORMATING

FILTERING

PIVOTAL TABLE

GRAPH – DATA VISUALIZATION

DATASET DESCRIPTION

✔ Employee Data From Kaggle 26 features in employee data

✔ 9 features used in excel

- Employee ID   - Numeric
- Name   - Text
- Employee type   - Text
- Gender   - Male / Female
- Employee rating   - Numeric
- Business Unit   - Text

THE "WOW" IN OUR SOLUTION
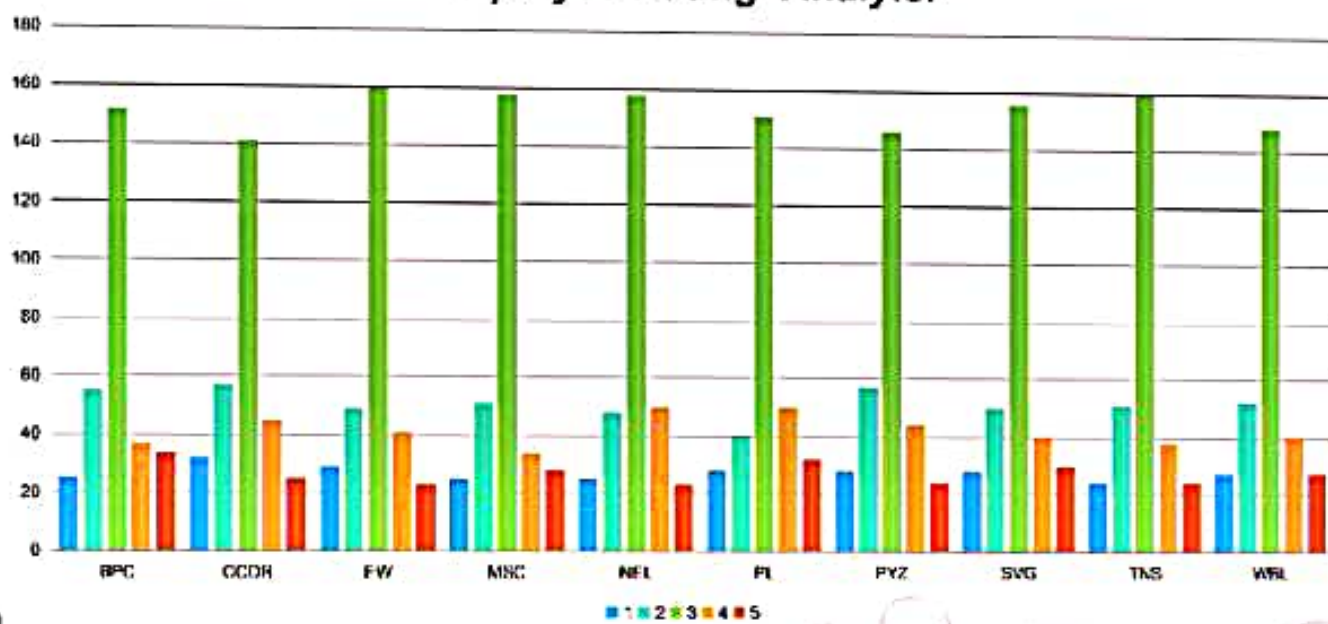
» Analysis Employee Rating Using Pivote Table

MODELLING

- ❖ Data Collection : The data was collected from kaggle.

- ❖ Hilight Data description : picking data from work sheet like employee id, Business Units,Names,Employee Rating ect.

- ❖ Exist Data : Picking existing employee details using conditional formatting.

- ❖ Removing Exsit Data : Using filltering option removing exsit employee data.

- ❖ Pivot Table : Creating pivot table by using data set.

- ❖ Graph : Graph was represented as colum chat and atteched in below.

RESULTS

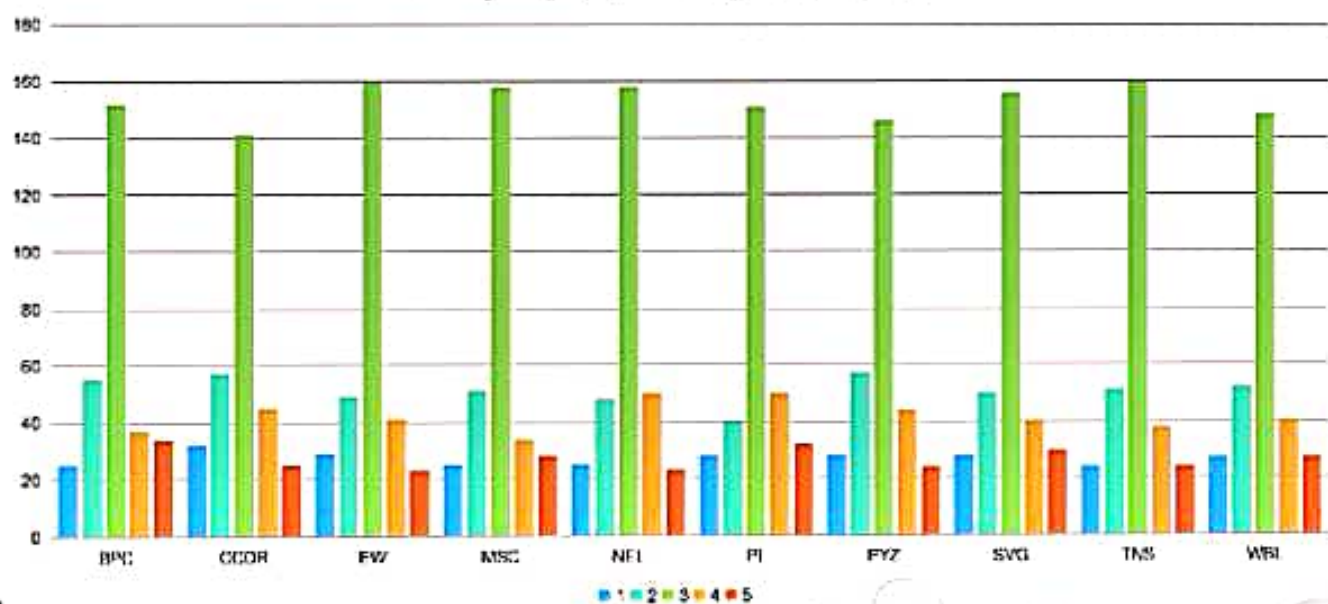Employee Rating Analyisi

RESULTS

Employee Rating Analysis As Percentage

■ BPC ■ CCDR ■ EW ■ MSC ■ NEL ■ PL ■ PYZ ■ SVG ■ TNS ■ WBL

Employee Rating Analyisi

CONCLUSION

❑ Most of the Employees are in 3 rating categary we need to motivate them and push into 4 or 5 rating by giving tips and tricks.

❑ BPC have the high percentage in data set 13%.

❑ EW have low percentage in data set 8%.

❑ PYZ , NEL and CCDR have repited percentag 9%.

❑ The high Rating 5 is most in BPC .

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