

Employee Data Analysis using Excel

STUDENT NAME: POOJA.N

REGISTER NO: 312219622(asunm1715cc1221715031)

DEPARTMENT:BCOM GENERAL

COLLEGE: Thalapathy k.vinayagam women's arts and science
college



Edit with WPS Office

**PROJECT
TITLE**

Employee Performance Analysis using Excel



Edit with WPS Office

AGEND

A

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



Edit with WPS Office

PROBLEM STATEMENT

As a result, we need a comprehensive employee performance analysis framework to:

1. Accurately measure and track employee performance metrics.
2. Identify correlations between performance and factors like training, engagement, and demographics.
3. Develop targeted interventions to enhance employee growth and productivity.
4. Inform data-driven decisions on talent management, promotions, and resource allocation“



PROJECT OVERVIE

Our organization seeks to develop a comprehensive employee performance analysis framework to drive data-informed decisions, improve productivity, and enhance talent development. This project aims to:

- *Collect and integrate relevant employee data from various sources (HR systems, performance reviews, training records, etc.)
- * Develop a performance metrics framework to measure employee productivity, quality, and growth
- *Analyze key drivers of employee performance, including training, engagement, demographics, and more
- * Identify areas for improvement and develop targeted interventions to enhance employee growth and productivity
- * Create data visualizations to communicate insights to stakeholders and facilitate decision-making



Edit with WPS Office

WHO ARE THE END USERS?

1. Employee

2. Manager

3. Industry

4. Employer



Edit with WPS Office

OUR SOLUTION AND ITS VALUE PROPOSITION



- *Conditional formatting - missing
- *Filter- remove
- *Formula -performance level
- *Pivot table-summary
- *Graph -Data visualization



Edit with WPS Office

Dataset Description

Employee data set -download by
KAGGLE

26 features -9 features taken
employee id ,numerical value ,
first name ,last name -text,
employee type -performance
level



Edit with WPS Office

THE "WOW" IN OUR SOLUTION



=IFS(Z8>=5,"VERY HIGH",Z8>=4,"HIGH",Z8>=3,"MEDIUM",TRUE,"LOW")



Edit with WPS Office



MODELLI

NG

Data collection

- *KAGGLE _ download
- *EDUNET _ download

Features collection

- *identify the feature in excel

Data cleaning

- *missing value _ identifying excel
- *missing value _ filter out by COLOUR

Performance level

- *formula using _ high & low

Pivot table

- *summarized & visualized

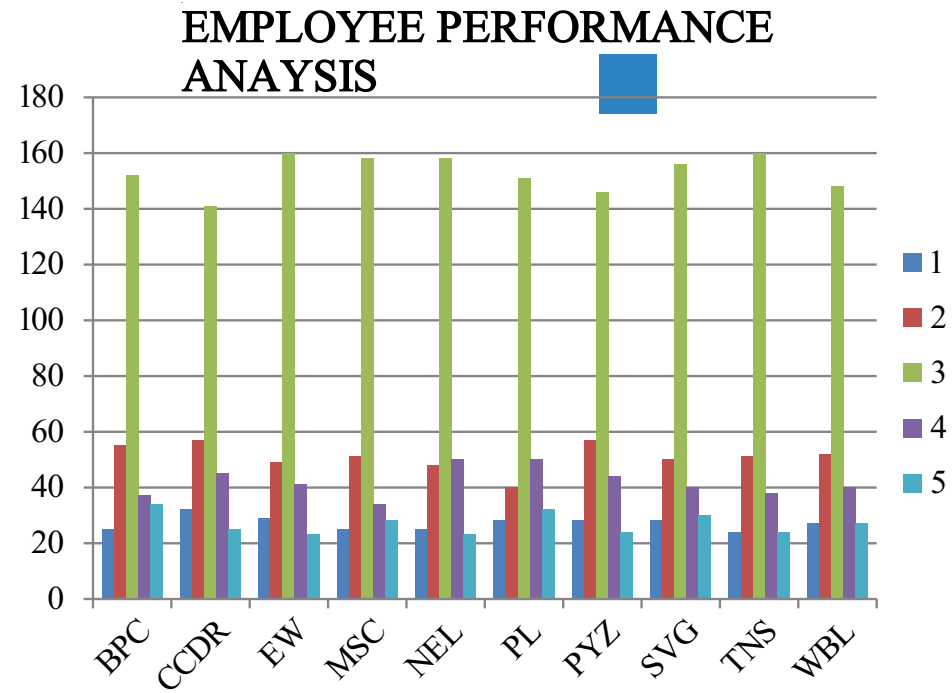
Result

- *graph



Edit with WPS Office

RESULTS



Edit with WPS Office

conclusion

THE EMPLOYEE PERFORMANCE ANALYSIS THE PROJECT HAS PROVIDED VALUABLE INSIGHTS INTO THE KEY DRIVERS OF EMPLOYEE PRODUCTIVITY, GROWTH, AND RETENTION WITH IN OUR ORGANISATION .BY LEVERAGING DATA ANALYTICS & VISUALISATION TECHNIQUES ,WE HAVE IDENTIFIED AREAS FOR IMOROVEMENT & DEVELOPED TARGETED INTERVENTIONS TO ENHANCE EMPLOYEE PERFORMANCE.



Edit with WPS Office