Employee Data Analysis using Excel

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PROJECT TITLE

Employee performance of: employee status, gender , current employee rating and dob.

AGENDA

1.Dataset Description
2.Modelling Project Overview
3.End Approach
4.Results and Discussion
5.Conclusion
6.Users

PROBLEM STATEMENT

In order to improve organizational effectiveness and address potential biases, our company needs to analyzes employee performance data. Specifically we aim to understand how different factors such as employee status (eg) full time, part time

PROJECT OVERVIEW

•To give you a comprehensive overview of these terms, let's break them down one by one:1. "Employee: This refers to an individual who is hired to perform specific tasks and duties for an organization or business. Employees typically work under a contract or agreement and are paid for their services. The term "employee" encompasses a wide range of roles and job titles, from entry-level positions to executive roles. 2. *Performance Employee Status": This likely refers to an employee's cure standing or assessment within a company based on their performance.

WHO ARE THE END USERS?

- human resources managers
- organisational leaders
- performance analysts
- department heads and supervisors diversity and inclusion officers

OUR SOLUTION AND ITS VALUE PROPOSITION

filtering -remove values
 pivot tables - summary of employee data base
bar diagram - final report

DATASET DESCRIPTION

EMPLOYEE DATASET –NAN MUDHALVAN PORTAL9 FEATURES IN TOTAL3 FEATURES BEING USED FOR ANALYSIS EMPLOYEE ID – ALPHABETICAL (TEXT) NAME – ALPHABETICAL(TEXT) GENDER- ALPHABETICAL (TEXT) SALARY – NUMERICAL STARTDATE- ALPHANUMERIC(TEXT) FTE- NUMERICALEMPLOYEE TYPE- ALPHABETICAL (TEXT)EMPLOYEE TYPE- ALPHABETICAL (TEXT)EMPLOYEE LOCATION-ALPHABETICAL (TEXT) .

THE "WOW" IN OUR SOLUTION

Effective data visualization makes it
easier to present complex data in an engaging data and understandable way.
Well-presented data can have a significant impact on decision - makers to drive change and innovation

MODELLING

Step 1: download the employee dataset in
naan mudhalavan portal and open the
excel .
step 2 : select the data and click on the
filter
option
step 3 : filter ftp in asscending order
(a to z) .
step 4 : select the entire data and click on
insert
and click on insert and click on pivot
table to
create pivot table .

step 5 : drag the needed data and create a pivot table

step 6 : select the pivot table , click on insert – choose the type of charts according to one's requirements . type of chart used in this analysis is bar diagram .

step 7 : the table and chart is being created , which help in better understanding and interpretation of data.

RESULTS

1.TABLE

| EmployeeType | (All) | | | | | | | | | | | | | | | | |

Count of GenderCode	Column Labels																
Row Labels	1942	1948	1949	1951	1952	1957	1964	1965	1969	1974	1981	1983	1989	1991	1994	1998	Grand Total
2					1	1									1		3
2.960440316		1															1
2.975920193							1								1		2
2.991400069			1											1			2
3		1	1	1					1	1	1	1	1		1		9
3.006879945									1	1	1						2
3.022359821							1			1							2
3.037839697	2																2
3.053319573			2														2
3.06879945										2							2
3.084279326															2		2
3.099759202														2			2
3.115239078								2									2
3.130718954										2							2
4	1									1				1	1		4
5			1			1											2
Grand Total	3	2	5	1	1	2	2	4	7	2	1	1	1	4	1	4	41

RESULTS

2.BAR DIAGRAM
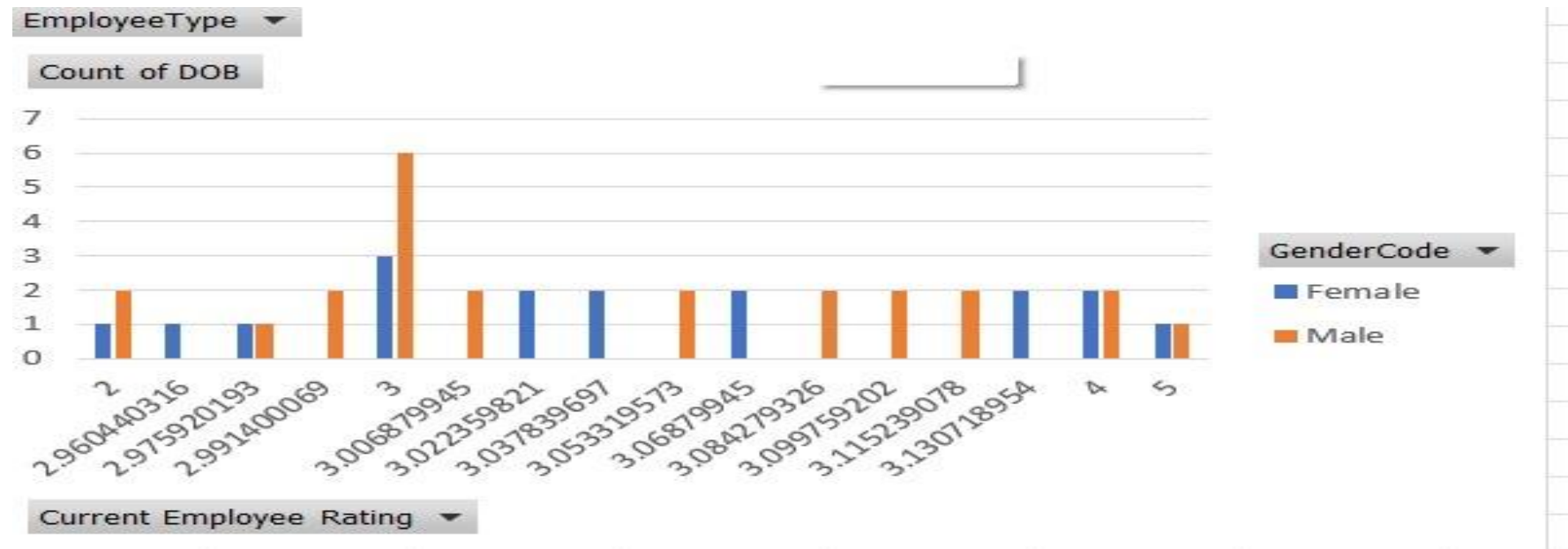
conclusion

To conclude on employee performance based on factors like employee status, gender, current employee rating, and date of birth (DOB), Here's a general approach to drawing a conclusion:

Employee Status (e.g., Full-time, Part-time, Contract):   -

Observation: Employees' performance can vary depending on their employment status. Full-time employees might have more stable performance due to job security and benefits, while part-time or contract employees might show varying performance based on short-term goals or projects.

Gender: - *Observation:* Gender might influence performance due to a variety of factors, including workplace dynamics, equality of opportunity, and cultural expectations.   - *Conclusion:* If a significant difference in performance ratings is found between genders, it could indicate underlying biases or disparities in job roles, opportunities, or support.
Current Employee Rating: - *Observation:* Current employee ratings are a direct indicator of performance. Higher ratings suggest better performance, while lower ratings might indicate areas for improvement or a need for additional support.   - *Conclusion:* Employees with higher ratings consistently demonstrate strong performance.