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

*Traditional methods of assessing employee performance lack consistency and fail to provide actionable insights for organizational growth.

*This leads to inefficiencies in resource allocation and missed opportunities for improving productivity and employee satisfaction.

*By implementing a robust performance analysis framework using Excel, we aim to establish standardized metrics and comprehensive data analysis capabilities.

*This initiative seeks to empower decision-makers with accurate insights to optimize performance, foster a culture of continuous improvement, and ultimately drive organizational success.

PROJECT OVERVIEW

- Employee analysis the performance of the employee by consider various factors likeGender, performance score, rating achievement Performance analysis involves the systematic evaluation of employee productivity, efficiency, and effectiveness within an organization. By analyzing key metrics such as task completion rates, sales figures, customer satisfaction scores, and other relevant data, organizations can gain insights into individual and team performance. This process helps identify strengths, weaknesses, and areas for improvement, enabling informed decision-making and targeted interventions to enhance overall organizational performance.

WHO ARE THE END USERS?

EMPLOYEES
EMPLOYERS
ORGANISATION
INDUSTRIES

OUR SOLUTION AND ITS VALUE PROPOSITION

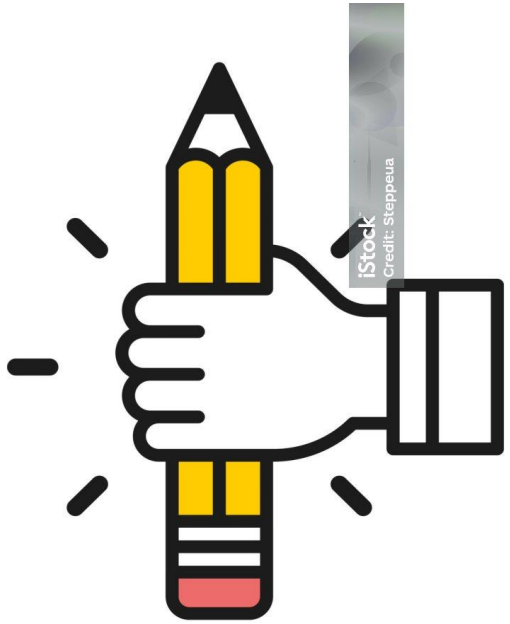
FORMULA -PERFORMANCE
PIVOT -SUMMARY
GRAPHIC-DATA VISUALISATION
CHART.

Dataset Description

EMPLOYEE- KAGGLE
26- FEATURES
10- FEATURES
EMPLOYEE ID
FIRST NAME
LAST NAME
BUSINESS UNIT
EMPLOYEE STATUS
EMPLOYEE TYPE
EMPLOYEE CLASSIFICATION TYPE
GENDER
PERFORMANCE SCORE
CURRENT EMPLOYEE RATING

THE "WOW" IN OUR SOLUTION

*Performance level=IFS(J2>=5, "VERYHIGH",J2>=4, " HIGH", J2>=3,
" MED","TRUE", "LOW“)



MODELLING

DATA COLLECTION

1) kaggle-employee
2) login
3) Employees Data collect

FEATURES COLLECTION

1) 26-Features
2) Select 10-features

* Employee ID
* First name
* Last name
* Business unit
* Employee status
* Employee type
* Employee classification type
* Gender
* Performance score
* Current employee rating
* Performance analysis value

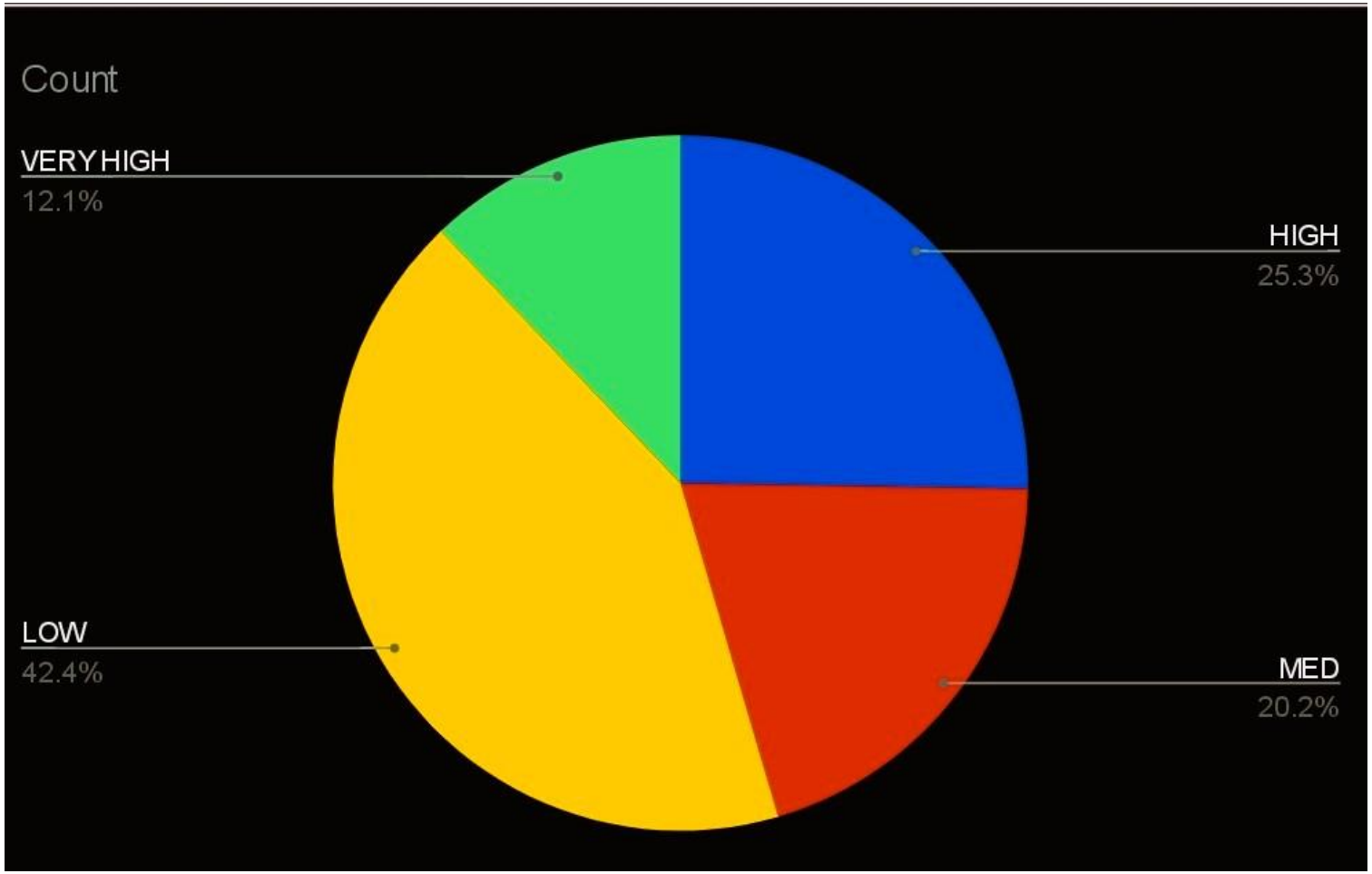
DATA CLEANING
1)Select filter option
2)Insert colour
3)Select no file

PERFORMANCE LEVEL
1)Value of j2
2)=IFS(J2.=5,”VERY HIGH”,J2.=4,”HIGH”,J2.=3,”MED”,”TRUE”,’LOW”)

SUMMARY
1)Auto file
2)Graphs & chart
3)Collect data & analysis

VISUALIZATION
1)Dashboard creation
2)Conditional formatting
3)Pivot tables
4)Trend analysis

RESULTS



conclusion

This distribution provides a comprehensive overview of how employees are performing across different levels, highlighting areas of strength and areas needing improvement within the organization.
And motivated the low performance employee because they high members of the data so motivated the low performance employee