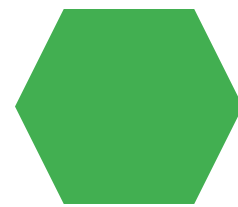


Employee Data Analysis using Excel



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PROJECT TITLE



Employment Recruitment Analysis



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. Assess job performance
2. Set goals and objectives
3. Provide feedback and coaching
4. Identify training and development needs
5. Make informed decisions
6. Improve communication
7. Enhance employee engagement



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(O2>=7,"applicable",O2>=7,"not applicable")`



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(O2>=7,"applicable",O2>=7,"not applicable")

Pivot table, pie chart and bargraph

Highlighting the features

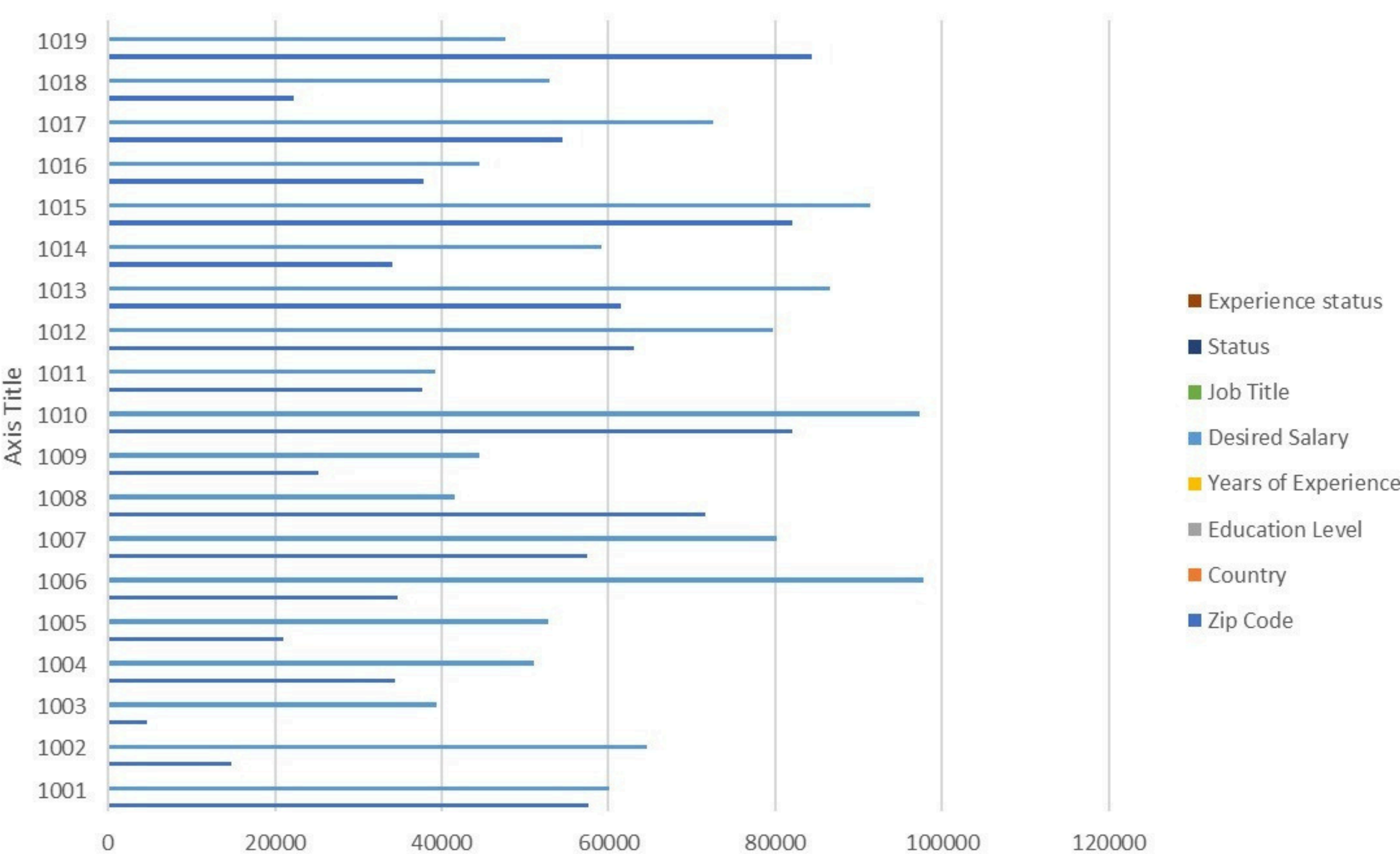


MODELLING

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

Results

PIE CHART



conclusion

The recruitment analysis shows that current methods are effective but could be improved in terms of efficiency and cost. Quality of hires is generally good, though there is room to reduce turnover and better match candidates to roles. Enhancing job descriptions and optimizing recruitment channels are recommended. Future strategies should adapt to changing organisational needs and job market trends.