loyee Data Analysis using Excel

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PROJECT TITLE

Current 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

PROBLEM STATEMENT

Analyzing current employee ratings is essential for tracking performance trends and ensuring alignment with company objectives. It helps identify areas where additional training or support is needed to enhance skills. Moreover, regular analysis can improve employee engagement by addressing potential issues early, leading to a more motivated and productive workforce.

PROJECT OVERVIEW

- Total Employees: The dataset includes 1,038 employees across various business units.
- Average Ratings: The overall average employee rating across all units is approximately 2.95.
- Top and Bottom Units:
- Highest Average Rating: SVG (3.03)
- Lowest Average Rating: TNS (2.79)

WHO ARE THE END USERS?

1. Human Resources (HR).
2. Management and Leadership.
3. Employee Development Teams.
4. Business Unit Heads.
5. Analytics and Strategy Teams.
6. Compensation and Benefits Teams.
7. Employee Engagement Committees.
8. Talent Acquisition Teams.
9. Legal and Compliance Departments.
10. Board of Directors or Executive Committee.
11. Financial Planning and Analysis (FP&A) Teams.
12. IT and Data Analytics Teams.
13. Firms and Industry.

OUR SOLUTION AND ITS VALUE PROPOSITION

1. **Filtering:** To focus on targeted analysis, remove error reduction,customization etc.
2. **Conditional formatting:** To visual insights,quick analysis,error detection,focus on priorities.
3. **Pivot Table & Graphs:** Data Summarization,Filtering and Sorting,CrossTabulation,Flexibility,Data Visualization,Interactive Analysis,Multiple Chart Types,Enhanced Communication.

Dataset Description

Employee data set- Kaggle
Features:

- Employment ID
- Gender- male,female
- Performance
- Busniess Unit
- Name
- Rating
- Graphs
- Chart

THE "WOW" IN OUR SOLUTION

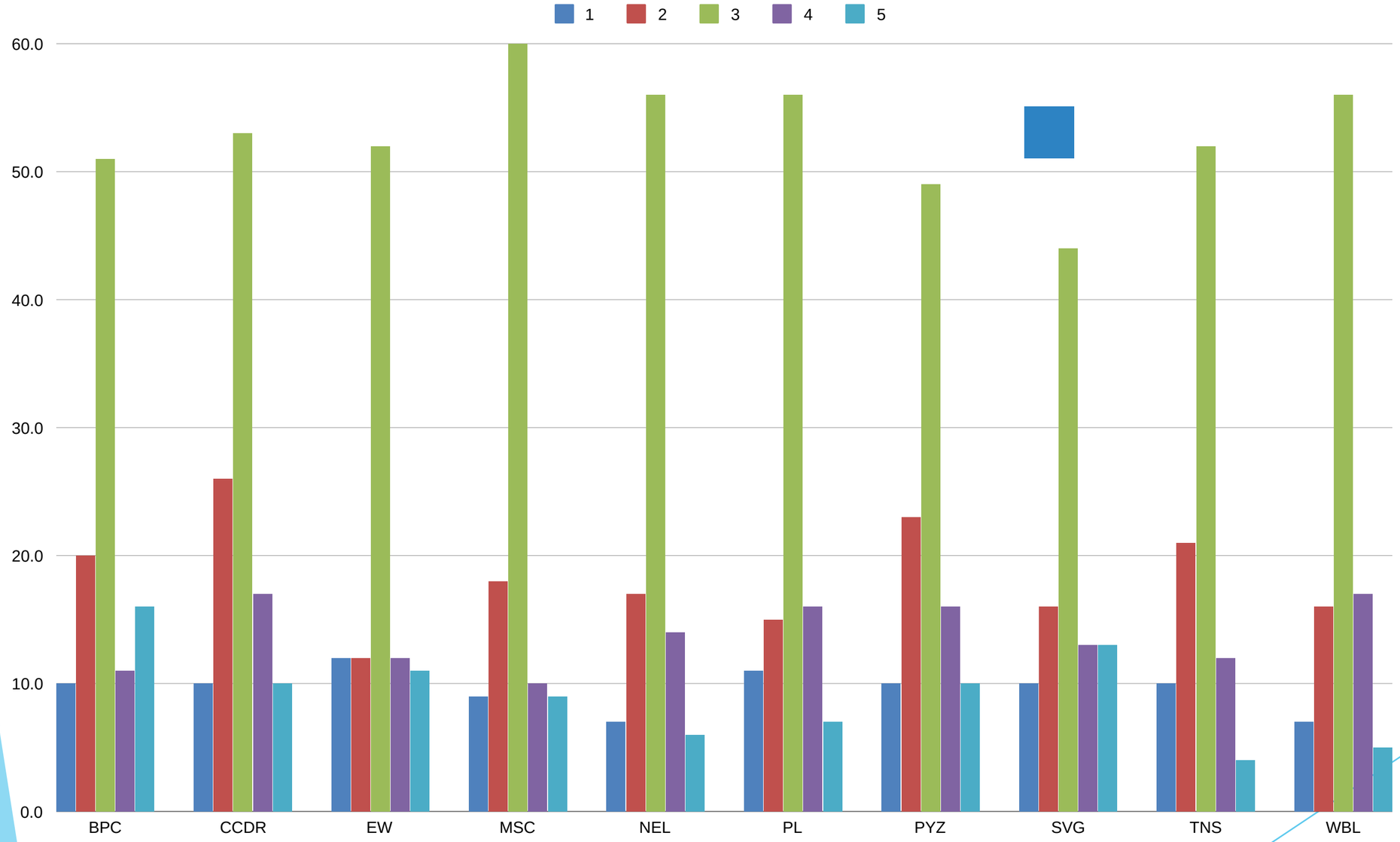
Features and Functionality in my Dataset:

1. Data Summarization
2. Aggregation
3. Category Breakdown
4. Rating Distribution

MODELLING

1. **Descriptive Analytics**
2. **Predictive Modeling**
3. **Regression Analysis**
4. **Clustering**
5. **Classification**
6. **Time Series Analysis**
7. **Decision Trees**

RESULTS


1
2
3
4
5
60.0
50.0
40.0
30.0
20.0
10.0
0.0
BPC
CCDR
EW
MSC
NEL
PL
PYZ
SVG
TNS
WBL

conclusion

The current employee rating analysis reveals variability in ratings across different business units, suggesting differences in performance or evaluation standards. However, the dataset's inconsistencies, including missing values and structural issues, may impact the reliability of these insights. To draw more accurate conclusions, the data requires cleaning and proper formatting. Once addressed, a more detailed analysis could pinpoint specific areas of strength or concern, guiding potential performance improvements or targeted interventions within the organization.