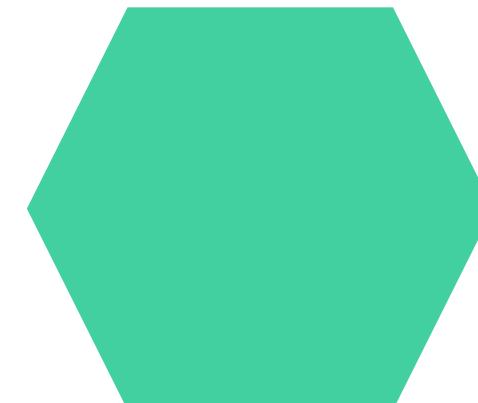
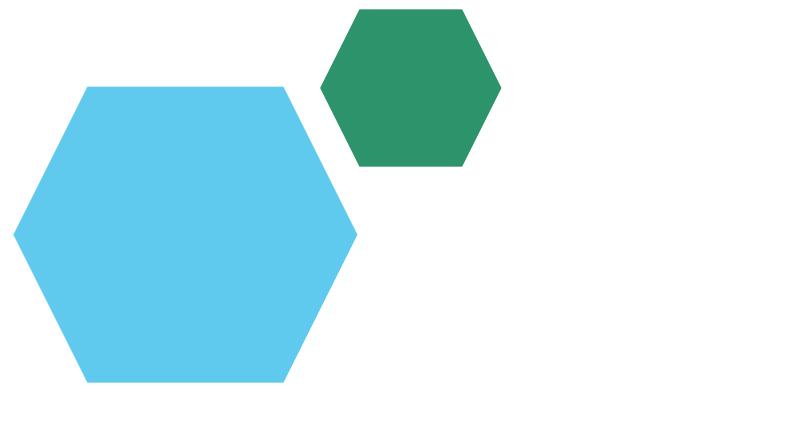


Employee Data Analysis using Excel



STUDENT NAME: Rakshitha I

REGISTER NO :312209856

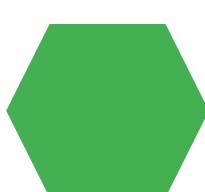
NM ID :

524ECA107A9F3788371472F632C18B90

DEPARTMENT :B.COM (ACCOUTING AND FINANCE)

COLLEGE :VALLIAMMAL COLLEGE FOR

WOMEN



PROJECT TITLE

Employee Performance Analysis using Excel

AGENDA

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



PROBLEM STATEMENT

To drive business success, the company aims to conduct a comprehensive performance analysis across multiple departments, focusing on individual employee growth and departmental performance. This evaluation will yield two critical outcomes: identifying areas for employee development and uncovering insights into departmental strengths and weaknesses. With this data-driven intelligence, the organization can make informed decisions, set achievable goals, and develop strategic plans to enhance departmental excellence and overall business success.



PROJECT OVERVIEW



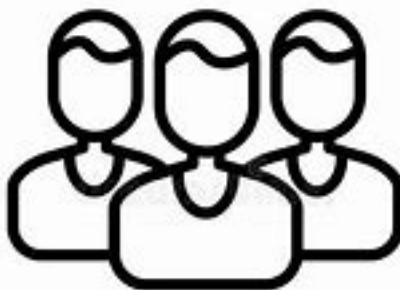
Performance analysis is a data-driven evaluation and interpretation process that assesses the performance of individuals, teams, departments, or organizations. Its primary goal is to provide actionable insights, empowering organizations to make informed decisions, drive performance improvement, and ultimately achieve their strategic objectives.



WHO ARE THE END USERS?



The end-users of performance analysis encompass a diverse range of stakeholders, including management, HR, employees, the board of directors, investors, and regulatory bodies. These individuals leverage performance analysis to inform strategic decisions, drive business growth, and foster employee development. By utilizing performance analysis, they can assess performance, pinpoint areas for improvement, and make data-driven choices that ultimately shape the organization's success and drive long-term growth.



MANAGEMENT



OUR SOLUTION AND ITS VALUE PROPOSITION



Pivot Table

Conditional
formatting

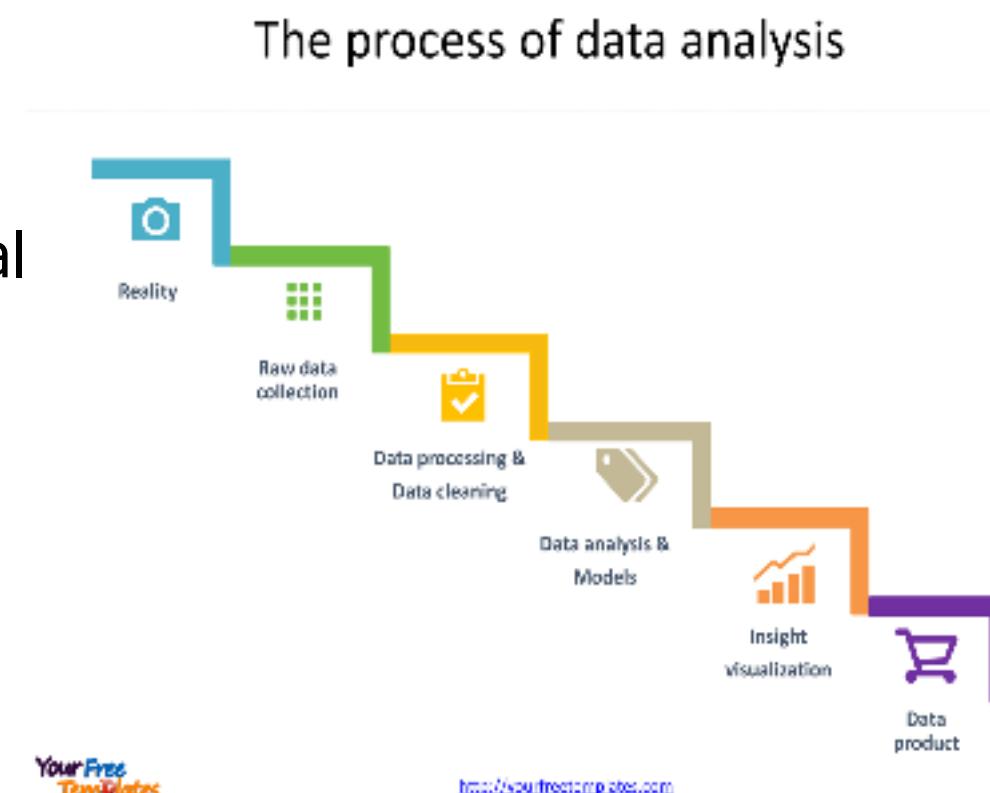
Filter

Graphical
representation

Dataset Description

Employee data naan mudhalvan website
Features used for preparing performance anal

First name
Last name
Gender
Business unit



THE "WOW" IN OUR SOLUTION



- Formula used to evaluate the performance level:
`=IFS(Z2>=5," VERY HIGH ",Z2>=4 , " HIGH ",Z2>=3," MEDIUM ",TRUE," LOW")`
- PIVOT TABLE
- RECOMMENDED CHART



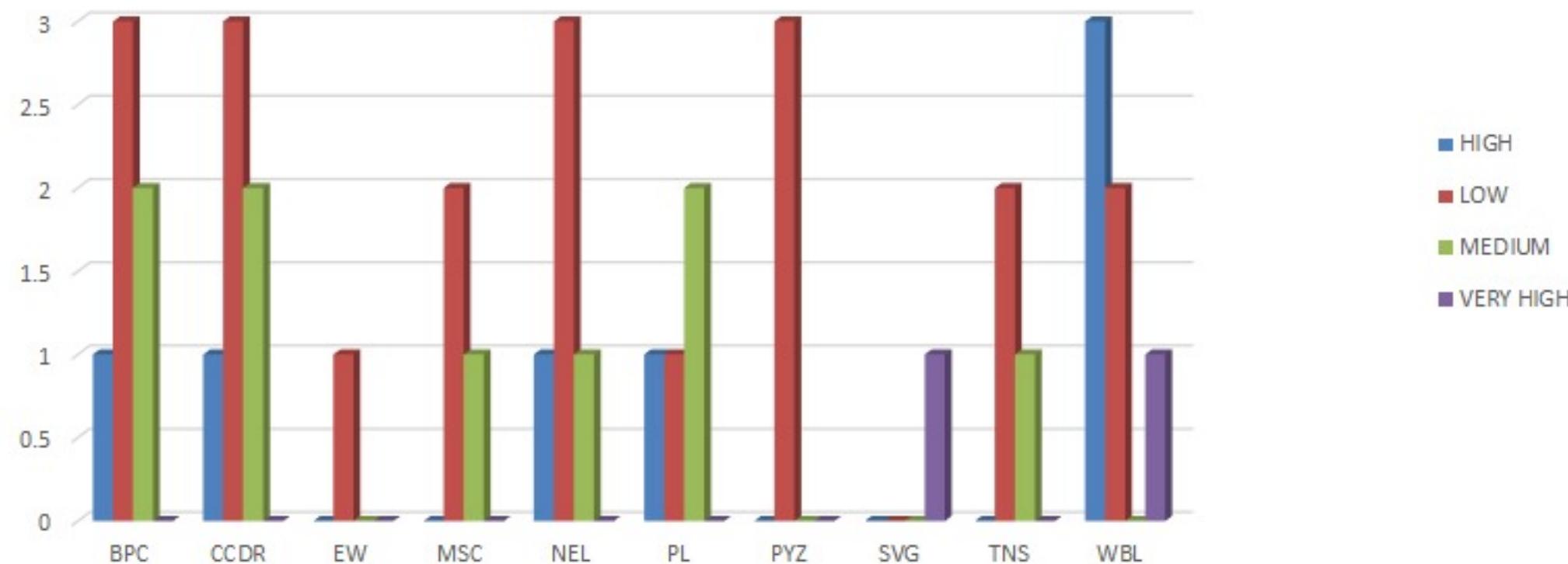
MODELLIN

G

- 1) Data collection :The data regarding the employees are downloaded from naan mudhalvan website.
- 2) Features :-All the features are identified, based on the requirement the data is selected.
- 3) Data cleaning :-The empty cell are filtered using Sort and filter.
- 4) Performance level :- The performance level classified into very high ,high, medium, low to improve organisational growth.
- 5) Data visualization :- Graphical representation is presented for easy and quick understanding about the performance of the employees in the organisation

RESULT

Performance Analysis



conclusion

In conclusion, the employee performance analysis has provided valuable insights into individual and departmental performance. The key findings and recommendations are:-

- Strengths:** Identify top-performing employees and departments, and recognize their achievements.

- Areas for Improvement:** Develop targeted training and development programs to address skill gaps and performance issues.

- Correlations:** Leverage relationships between performance metrics to optimize incentives and recognition.

- Future Analysis:** Expand the dataset, conduct regular performance reviews, and explore predictive analytics.