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# Employee Performance Analysis using Excel



**1.Problem Statement**

**2.Project Overview**

**3.End Users**

**4.Our Solution and Proposition**

**5.Dataset Description**

**6.Modelling Approach**

**7.Results and Discussion**



- **We have to track the performance of employees work motive for the organization and So that we can completely focus on the growth and structure of the organization and also to develop their personal skills and talents.**
- **We have to motivate the best and executive employees with increments, promotion and bonus.**
- **We have to train and motivate the under developed employees in a and effective manner with proper specifications.**



# EMPLOYEE DATA ANALYSIS

Analysing the performance of the employees by considering the various factors like Gender, Performance score , Ratings and their Achievements , inorder to identify the trends and patterns of different categories of employees like high, medium and low.



EMPLOYEE



Mr  
MANAGER



MANAGER



EMPLOYEE  
HIERARCHY



EMPLOYER





**CONDITIONAL FORMATTING** – TO IDENTIFY THE MISSING DATA

**FILTER** – FOR THE PURPOSE OF REMOVING THE UNWANTED DATA.

**FORMULA**- FOR IDENTIFYING THE PERFORMANCE OF THE EMPLOYEES .

**PIVOT TABLE** - TO CONVERT THE DATA INTO SHORT SUMMARY .

**GRAPH** – DATA VISUALIZATION

EMPLOYEE – KAGGLE

26- FEATURES

9- FEATURES

EMPLOYEE – ID – NUMERICAL VALUES.

NAME – TEXT

EMPLOYEE TYPE

PERFORMANCE LEVEL

GENDER – MALE , FEMALE

EMPLOYEE RATING – NUMERICAL VALUES





PERFORMANCE LEVEL=IF(Z8>=5, "VERY HIGH", IF(Z8>=4, "HIGH",  
IF(Z8>=3, "MEDIUM", "LOW")))

## FEATURE COLLECTION

- IDENTIFIED EACH FEATURE

## DATA CLEANING

- Identified the missing values.
- Filtered the missing values.
- 

## PERFORMANCE LEVEL

## SUMMARY

- PIVOT TABLE
- PIE CHART

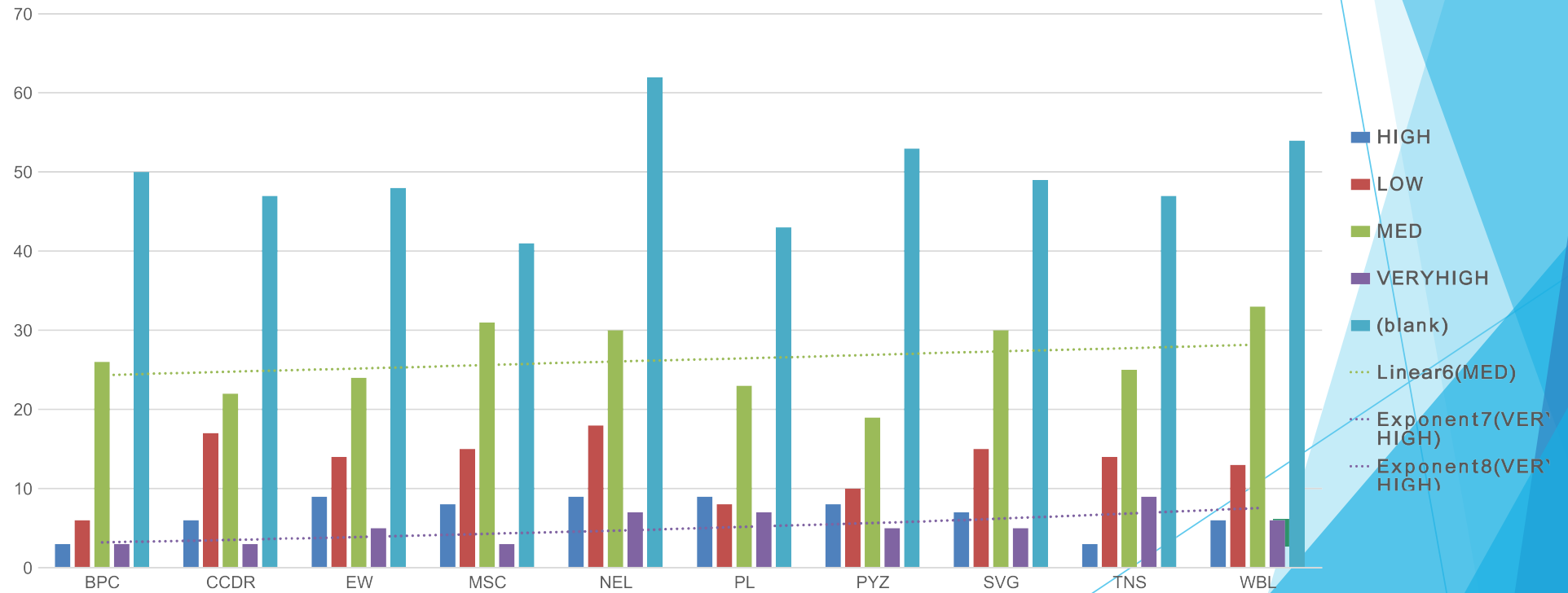
## VISUALIZATION

- GRAPH

## Count of FirstName Column Labels

Row Labels	HIGH	LOW	MED	VERYHIGH	(blank)	Grand Total
BPC	3	6	26	3	50	88
CCDR	6	17	22	3	47	95
EW	9	14	24	5	48	100
MSC	8	15	31	3	41	98
NEL	9	18	30	7	62	126
PL	9	8	23	7	43	90
PYZ	8	10	19	5	53	95
SVG	7	15	30	5	49	106
TNS	3	14	25	9	47	98
WBL	6	13	33	6	54	112
<b>Grand Total</b>	<b>68</b>	<b>130</b>	<b>263</b>	<b>53</b>	<b>494</b>	<b>1008</b>

## EMPLOYEE PERFORMANCE ANALYSIS



# EMPLOYEE PERFORMANCE ANALYSIS

- BY COMPARING THE PERFORMANCE OF THE EMPLOYEES. THE EMPLOYEES ARE HIGHER IN NUMBER. THERE ARE MORE PEOPLE IN AVERAGE LEVEL EMPLOYEES.
- WE HAVE TO MOTIVAYE THE EMPLOYEES TO DEVELOP THEIR SKILLS AND TALENTS TO ACHIEVE THE ORGANISATIONAL GOALS AND OBJECTIVES TO REACH THE PLACE OF HIGH LEVEL PERFORMANCE TO SUSTAIN THE GOALS AND TARGETS.
- WE HAVE TO TRAIN AND DEVELOP THE EMPLOYEES WITH BETTER OUTCOME TO REACH THE ORGANISATIONAL GOALS.