



PROJECT TITLE

**EMPLOYEE PERFORMANCE
ANALYSIS USING EXCEL.**



EMPLOYEE DATA ANALYSIS USING EXCEL

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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

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PROBLEM STATEMENT

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- Track employee performance rating overtime
- Identify top performers and underperformers
- Analyze performance by department, job role, and other categories
- Visualize trends and correlations in performance data
- Enable filtering and drill-down capabilities for in-depth analysis



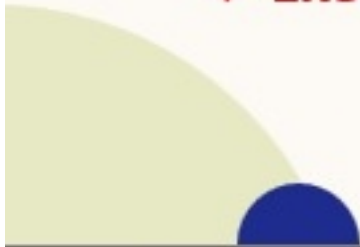
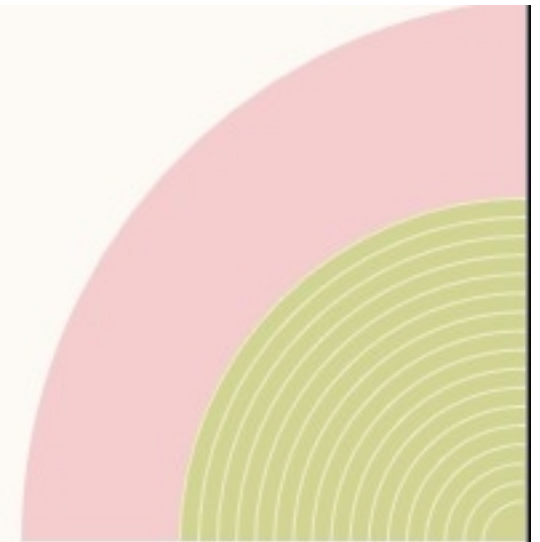
PROJECT OVERVIEW

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- *Effective employee performance management is crucial for organizations to achieve their goals and objectives.*
- *This project will involve collecting and cleaning employee performance data, designing and developing an interactive Excel dashboard, and creating a user guide and data dictionary for easy adoption.*

WHO ARE THE END USERS?

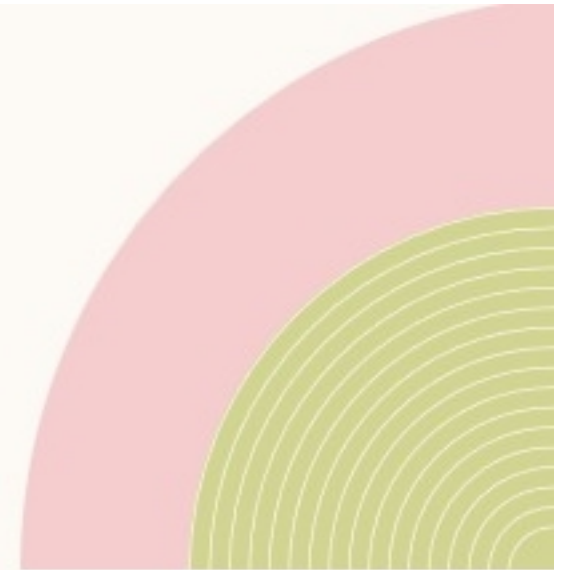
- ❖ HR Managers
- ❖ Department Heads
- ❖ Team Leads
- ❖ Line Managers
- ❖ Talent Management
- ❖ Business Analysts
- ❖ Executives



OUR SOLUTION AND ITS VALUE PROPOSITION

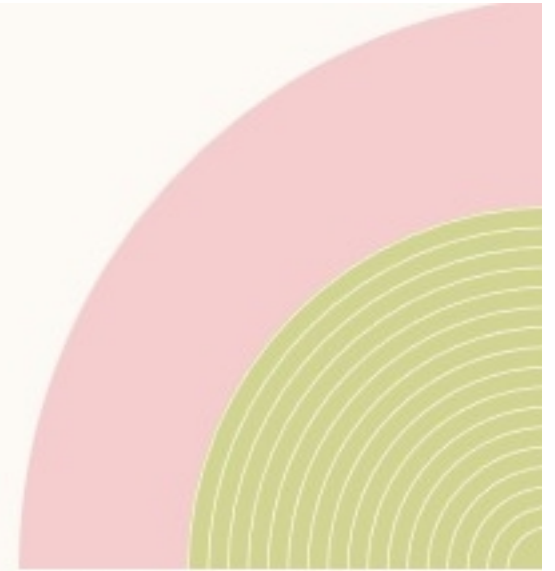
- Conditional formatting – mission
- Filter-Remove
- Formula – performance
- Pivot-summary
- Graph-data visualization

Conditional formatting : Our Excel based Employee performance Analysis Solution utilizes Conditional formatting to provide a clear and intuitive visualization of Employee performance data.



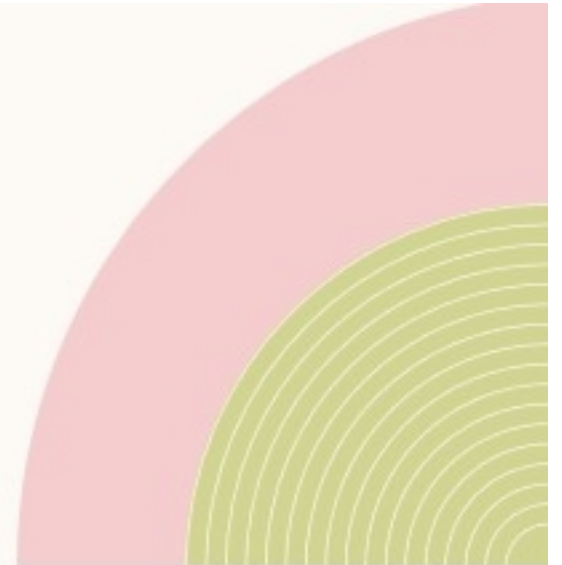
Filter – Remove: By incorporating filtering and removal capabilities, our solution empowers HR managers and leaders to efficiently analyze and visualize employee performance data, driving informed decision-making and business success.

Formula – performance: By leveraging formulas and performance metrics in Excel, our solution provides a powerful and efficient tool for employee performance analysis enabling HR managers and leaders to make informed decisions and drive business success.



Pivot- summary: By leveraging pivot tables and summary reports in Excel, our solution provides a powerful and flexible tool for employee performance analysis, enabling HR managers and leaders to Make informed decisions and drive business success.

Graph-data visualization: By leveraging graphs and data visualization in excel our solution provides a powerful and intuitive tool for employee performance analysis, enabling HR managers and leaders to Make informed decisions and drive business success.



DATASET DESCRIPTION

1. Employee=Kaggle
2. 26-features
3. 9-features
4. Emp id- num
5. Name-text
6. Name-text
7. Emp type
8. Performance level
9. Gender- male female
10. Employee rating- num

THE “WOW” IN OUR SOLUTION

Performance level: =IFS(Z4>=5,"VERY HIGH",Z4>=4,"HIGH",Z4>=3,"MED",TRUE,"LOW")





MODELLING

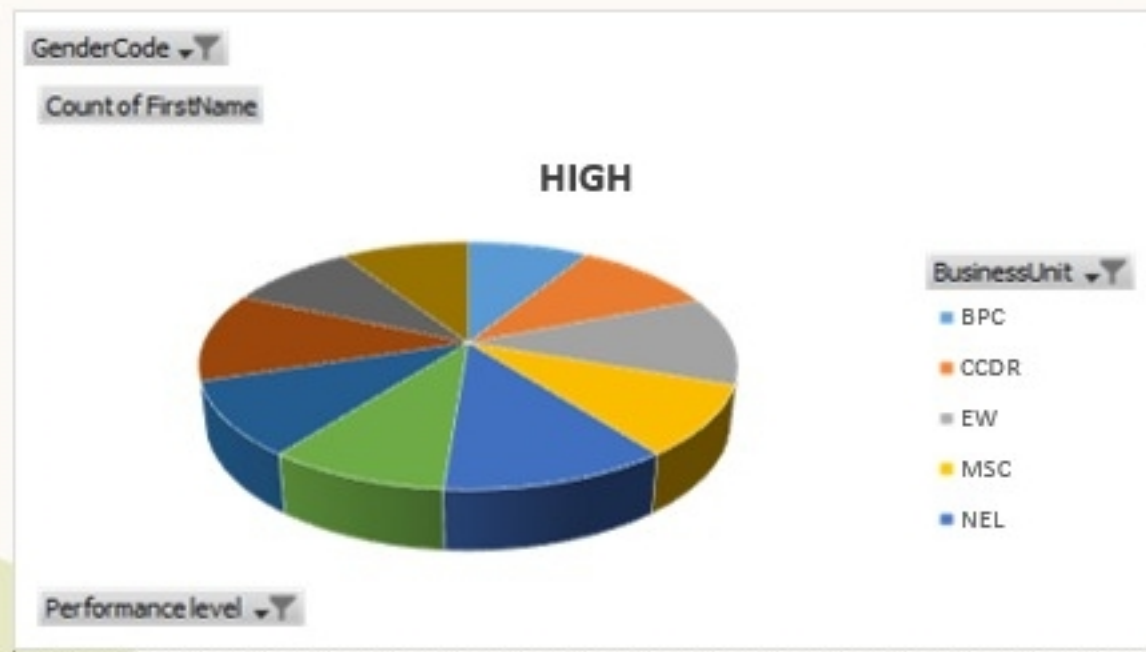
- Data collection
 - 1) Kaggale
 - 2) Search employment performance dataset
 - 3) Then download Employment data
- Feature collection
 - 1) Feature identify
 - 2) colour filled blank values
- Data cleaning
 - 1) Missing values identify
 - 2) Missing values filter out

RESULT

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RESULT



CONCLUSION

Analyzing the employment performance dataset provides valuable insights into employee productivity , efficiency , and overall contribution to organizational goals.

Graphs play a crucial role in visualizing the data and useful for comparing individual employee performances.

*Thank
you* 