

Employee Data Analysis using Excel



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PROJECT TITLE



Employee Department 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

- ❖ **Satisfying employees at work place has very been a crucial task before any organization To ensure the success of the organization. Further the level of job satisfaction is affected By a wide range of variables relating to individual, social, cultural, organizational and Environment factors.**
- ❖ **The department in an organization dealing with metrics involving as Hiring, training, labor relations and benefits.**



PROJECT OVERVIEW

- ❖ The project involves analyzing employee data using excel to gain insights into workforce metrics. This includes organizing data, performing statistical analyzing, and creating visualizations to understand trends in employee performance, demographics, and other key indicators, thereby supporting data - driven decision-making for HR strategies.



WHO ARE THE END USERS?

The end user in employee department analysis typically include 

1. **HUMAN RESOURCE (HR) Manager**** They use the insights to make informed. Decision promotions, training, and development.
2. **TEAM LEADERS AND SUPERVISORS.** They performance data to provide feedback Set goals and manage team performance.
3. **EMPLOYEES** They benefits from feedback and performance evaluation that help them Improve and advance in their careers.

OUR SOLUTION AND ITS VALUE PROPOSITION



- ❖ FILTERING -- to fill the missing values.
- ❖ CONDITION FORMATING - blank values. Using pivot table & chart.



Dataset Description

Employee Data set - EDUNET foundation. There are important features are,

- EMPLOYEE ID
- NAMES
- GENDER
- DEPARTMENT
- SALARY
- START DATE
- FTE
- EMPLOYEE TYPE
- WORK LOCATION

THE "WOW" IN OUR SOLUTION

- **DEPARTMENT ANALYSIS** - There are categories into levels such as Research development, product management, null, marketing, legal, Human resource, business development, engineering, sales, service, Support, training and accounting.
- Using pivot table and chart is to analysis the employees department analysis.

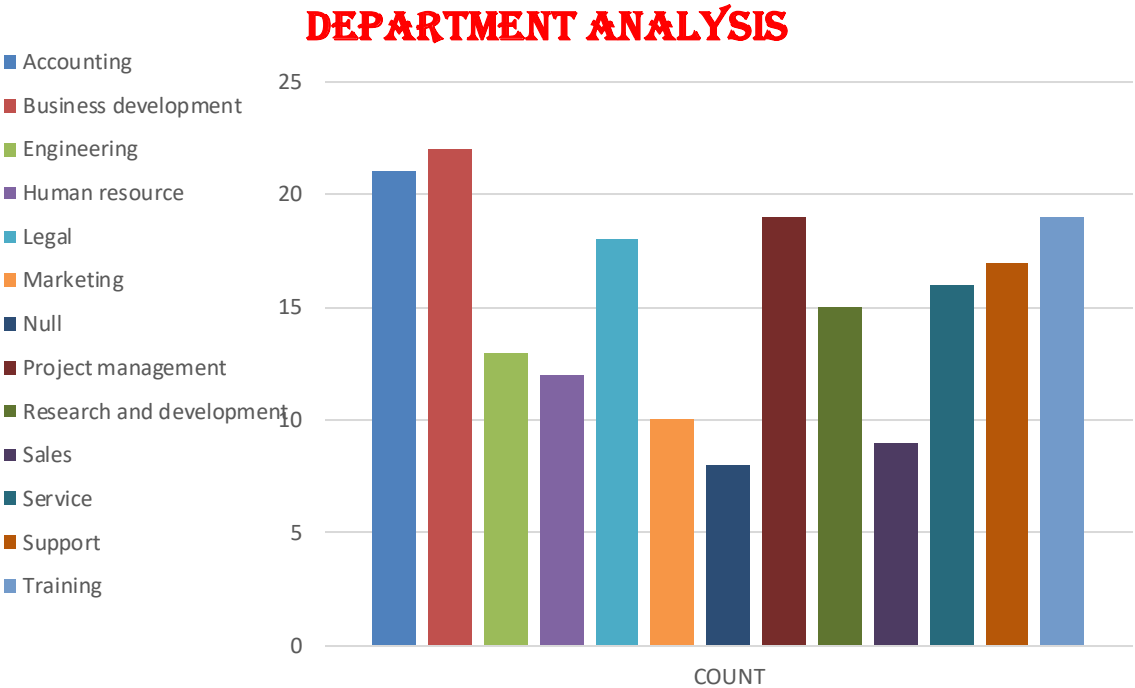


MODELLING

- ✓ **Data Preparation:** Clean and organize data, ensuring accuracy and consistency.
- ✓ **Trend Analysis:** Apply charts and graphs (e.g., line charts, bar graphs) to visualize trends over time, such as employee performance or turnover rates.
- ✓ **Pivot Tables:** Create pivot tables to aggregate and analyze data across different dimensions, such as department, tenure, or job role.
- ✓ **Regression Analysis:** Utilize regression functions to identify relationships between variables, such as the impact of training on performance.

RESULTS

EMPLOYEE DEPARTMENT ANALYSIS



conclusion

To concluded, a department analysis is a crucial tool to provide organization With a detailed understanding of the nature and requirements of a job for Developing accurate job description, set performance standards, designing, Effective training programs and making informed decision about recruitment Selection, promotion and compensation.