Employee Data Analysis using Excel

STUDENT NAME:SAM DANIEL.S
REGISTER NO: 312204143 (asunm187312204143)
DEPARTMENT:BCOM COMPUTER APPLICATION
COLLEGE: SRI RAM COLLEGE OF ARTS & SCIENCE

PROJECT TITLE

Employee Performance 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

As a result, we need a comprehensive employee performance analysis framework to:

1. Accurately measure and track employee performance metrics.
2. Identify correlations between performance and factors like training, engagement, and demographics.
3. Develop targeted interventions to enhance employee growth and productivity.
4. Inform data-driven decisions on talent management, promotions, and resource allocation“.

PROJECT OVERVIEW

Our organization seeks to develop a comprehensive employee performance analysis framework to drive data-informed decisions, improve productivity, and enhance talent development. This project aims to:

*Collect and integrate relevant employee data from various sources (HR systems, performance reviews, training records, etc.)
* Develop a performance metrics framework to measure employee productivity, quality, and growth
*Analyze key drivers of employee performance, including training, engagement, demographics, and more
* Identify areas for improvement and develop targeted interventions to enhance employee growth and productivity
* Create data visualizations to communicate insights to stakeholders and facilitate decision-making.

WHO ARE THE END USERS?

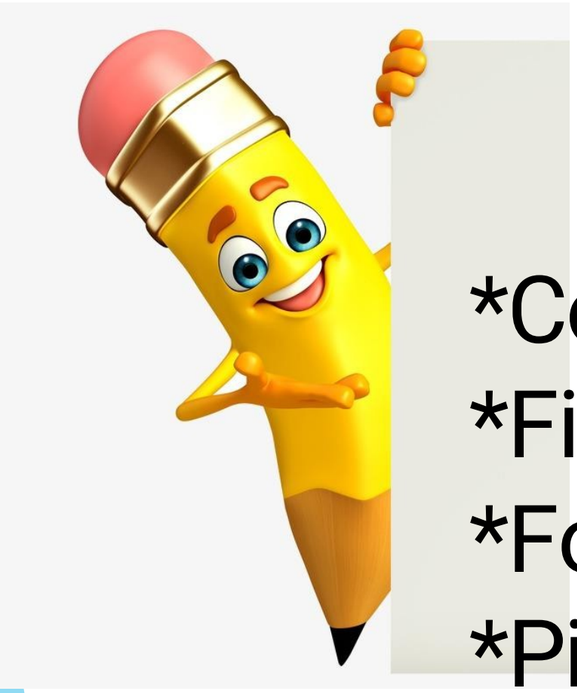
1.Employe
e

2. Manager

3.Industry

4.Employer

OUR SOLUTION AND ITS VALUE PROPOSITION



*Conditional formatting -missing
*Filter- remove
*Formula -performance level
*Pivot table-summary
*Graph -Data visualization

Dataset Description

Employee data set -download by KAGGLE
26 features -9 features taken
employee id ,numerical value , first name ,last name -text,
employee type -performance level

THE "WOW" IN OUR SOLUTION

```
=IFS(Z8>=5,"VERY
HIGH",Z8>=4,"HIGH",Z8>=3,"MEDIUM",TRUE,"LOW")
```

MODELLING

Data collection
*KAGGLE _ download
*EDUNET _ download

Features collection
*identify the feature in excel

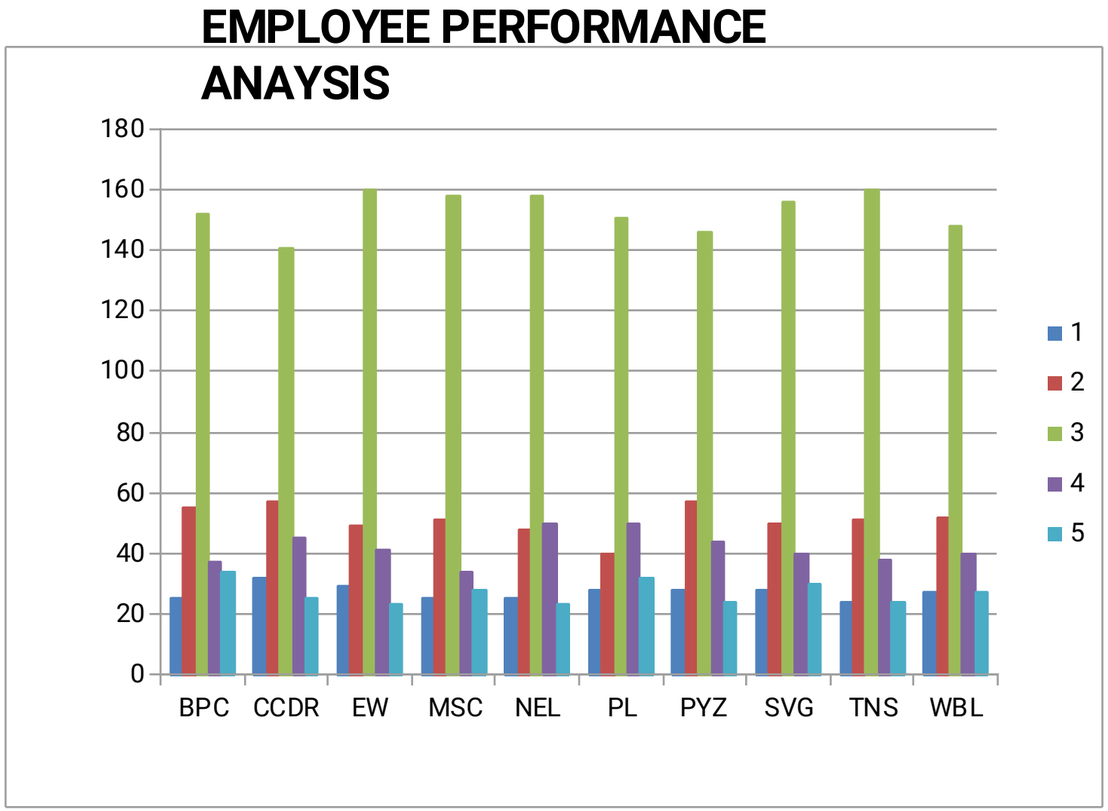
Data cleaning
*missing value _ identifying excel
*missing value _ filter out by COLOUR

Performance level
*formula using _ high & low

Pivot table
*summarized & visualized

Result
*graph

RESULTS


EMPLOYEE PERFORMANCE ANAYSIS
180
160
140
120
100
80
60
40
20
0
BPC
CCDR
EW
MSC
NEL
PL
PYZ
SVG
TNS
WBL
1
2
3
4
5

conclusion

THE EMPLOYEE PERFORMANCE ANALYSIS

THE PROJECT HAS PROVIDED VALUABLE INSIGHTS INTO THE KEY DRIVERS OF EMPLOYEE PRODUCTIVITY, GROWTH , AND RETENTION WITH IN OUR ORGANISATION .BY LEVERAGING DATA ANALYTICS & VISUALISATION TECHNIQUES ,WE HAVE IDENTIFIED AREAS FOR IMOROVEMENT &
DEVELOPED TARGETED INTERVENTIONS TO ENHANCE EMPLOYEE PERFORMANCE.