

# EMPLOYEE DATA ANALYSIS USING EXCEL

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# PROJECT

## **Employee Rating 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

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EMPLOYEE RATING ANALYSIS IS USED IN ORGANIZATIONS FOR SEVERAL IMPORTANT REASONS:

1. **\*PERFORMANCE EVALUATION\***: IT PROVIDES A STRUCTURED WAY TO ASSESS EMPLOYEE PERFORMANCE, IDENTIFYING STRENGTHS, WEAKNESSES, AND AREAS FOR IMPROVEMENT. THIS HELPS IN SETTING GOALS AND EXPECTATIONS FOR EMPLOYEES.

2. **\*DECISION MAKING\***: EMPLOYEE RATINGS ARE CRUCIAL FOR MAKING INFORMED DECISIONS REGARDING PROMOTIONS, RAISES, BONUSES, AND OTHER REWARDS. THEY ENSURE THAT THESE DECISIONS ARE BASED ON OBJECTIVE DATA RATHER THAN SUBJECTIVE OPINIONS.

3. **\*TALENT MANAGEMENT\***: BY ANALYZING EMPLOYEE RATINGS, ORGANIZATIONS CAN IDENTIFY HIGH PERFORMERS WHO MAY BE READY FOR LEADERSHIP ROLES AND PROVIDE TARGETED DEVELOPMENT OPPORTUNITIES FOR EMPLOYEES WHO NEED IMPROVEMENT.





# PROJECT OVERVIEW

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## Employee Rating Analysis

- ☐ Data Collection Framework
- ☐ Rating Criteria Development
- ☐ Performance Reports
- ☐ Tools and Technologies



# WHO ARE THE END USERS?

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- 1) *Employees*
- 2) *Employers*
- 3) *Managers*
- 4) *Organizations*

# OUR SOLUTION AND ITS VALUE PROPOSITION

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CONDITIONAL FORMATING

FILTERING

PIVOTAL TABLE

GRAPH – DATA VISUALIZATION

# DATASET DESCRIPTION

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- ✓ Employee Data From Kaggle 26 features in employee data
- ✓ 9 features used in excel
  - Employee ID - Numeric
  - Name - Text
  - Employee type - Text
  - Gender - Male / Female
  - Employee rating - Numeric
  - Business Unit - Text



# THE "WOW" IN OUR SOLUTION

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- **Analysis Employee Rating Using Pivote Table**



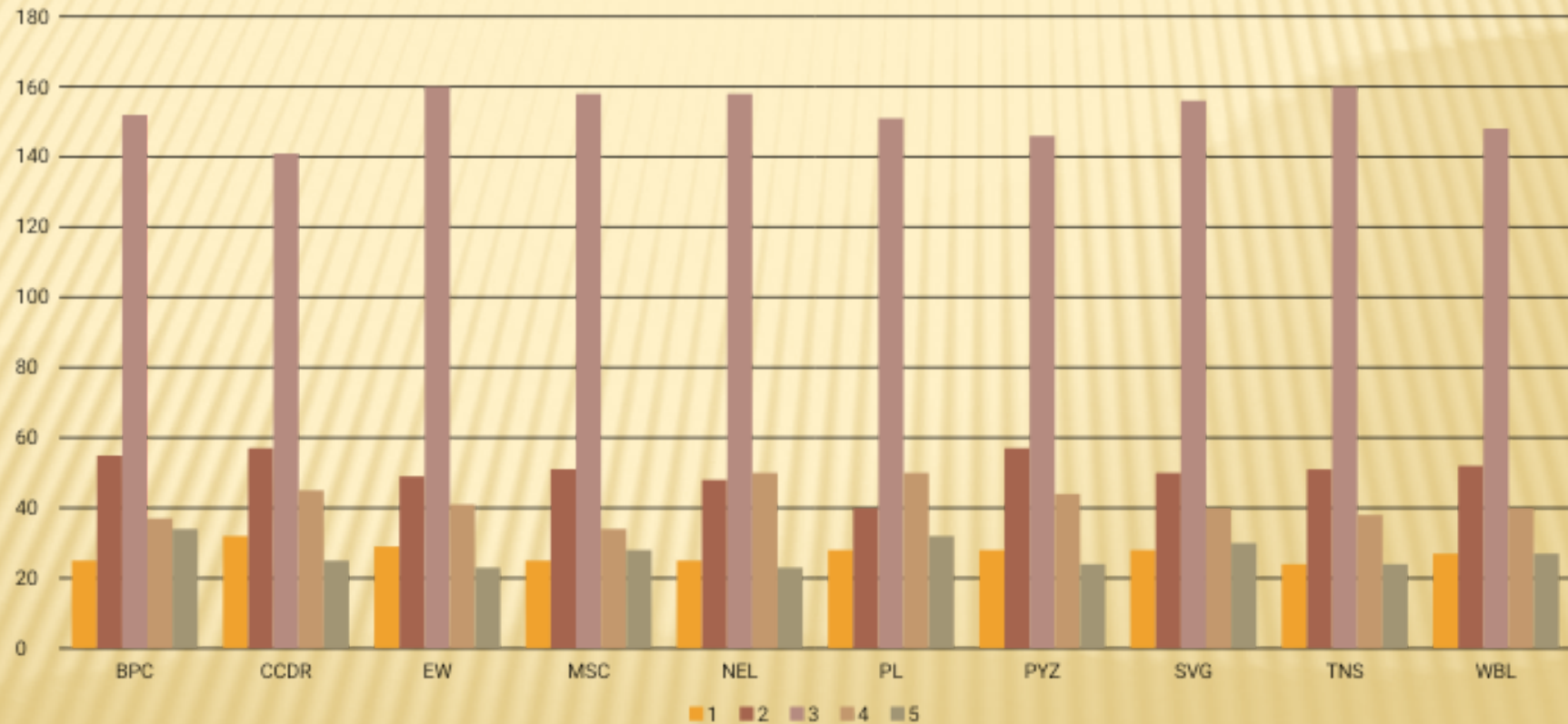
# MODELLING



- ❖ Data Collection : The data was collected from kaggle.
  - ❖ Highlight Data description : picking data from work sheet like employee id,  
Business Units, Names, Employee Rating ect.
  - ❖ Exist Data : Picking existing employee details using conditional formatting.
  - ❖ Removing Exist Data : Using filtering option removing exist employee data.
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- ❖ Pivot Table : Creating pivot table by using data set.
  - ❖ Graph : Graph was represented as column chart and attached in below.
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# RESULTS

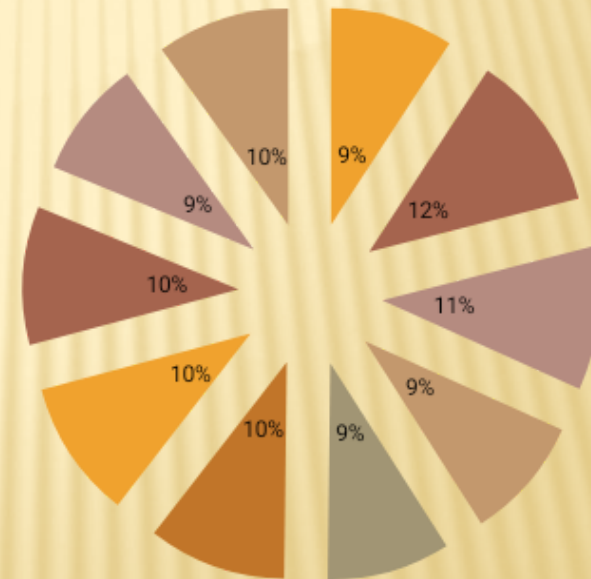
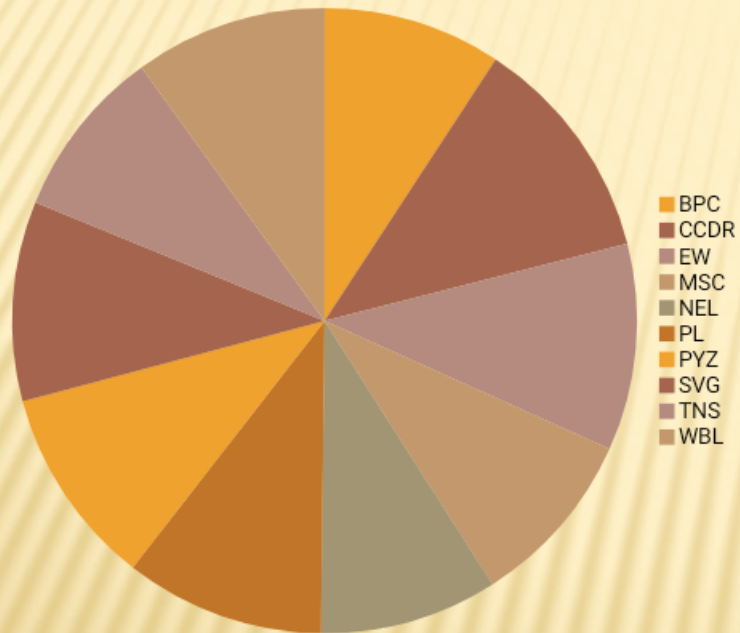
## *Employee Rating Analysisi*



# RESULTS

Employee Rating Analysis As Percentage

BPC CCDDR EW MSC NEL PL PYZ SVG TNS WBL





# CONCLUSION

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- ☐ *Most of the Employees are in 3 rating category we need to motivate them and push into 4 or 5 rating by giving tips and tricks.*
- ☐ *BPC have the high percentage in data set 13%.*
- ☐ *EW have low percentage in data set 8%.*
- ☐ *PYZ , NEL and CCCR have repited percentage 9%.*
- ☐ *The high Rating 5 is most in BPC .*