Employee Data Analysis using Excel

STUDENT NAME: SARANYA.T
REGISTER NO:312211128asunm1423312211128
DEPARTMENT:B.Com Accounting and Finance
COLLEGE:Dr. M.G.R Janaki college of arts and 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

To identify areas of strength and weakness, providing opportunities for growth and development of the company performance analysis is used

to Boost Employee, regular feedback and coaching foster a sense of investment in employees' success.

PROJECT OVERVIEW

Develop an Excel-based tool to analyze and evaluate employee performance

Here we will benot only analysis there are somethings like:
*Data Collection
*Performance Dashboard
*Analysis and Reporting
*Trend Analysis
*Action Plan and etc.,

WHO ARE THE END USERS?

HR and Managers to oversee employee

data, track performance, and identify trends.

Planning Teams to Identify high-potential

employees for leadership development.

Business Analysts to Analyze performance

data to inform business decisions.

Executives to set strategic goals, and
evaluate departmental effectiveness and
etc

OUR SOLUTION AND ITS VALUE PROPOSITION

I have solved by using
Conditional formatting :
- Performance ratings
- Goal achievement percentages etc.,
filter-:
to remove the blanks
pivot table :
its used to summarise the analysis of the employees
graph:
and at last I have done a graph to make easier and data can be visualized on graph

Dataset Description

Here is some details of the data set like
first we have collected data in employee dataset
we have downloaded it from kaggle

there we had 26 features ,we are going to consider only 9 features out of it
Here is the nine features that we have consider
they are :
1. employee id: it was in numerical values
2.name : employee name first and last name it was in text
3.performance level: we have leveled in the type of (very high , high, medium, and low)
4.gender : male (or) female
5.employee rating : it was in numerical values

THE "WOW" IN OUR SOLUTION

- Performance level=IFS(Z8>=5,"VERY HIGH",Z8>=4,"HIGH",Z8>=3,"MED",TRUE,"LOW")

MODELING

#**DATA COLLECTION**:

I data collection downloaded the data's in kaggle

and downloaded in Edu net

#**FEATURE COLLECTION**:

identify the features one by one

like., employee id, name , performance level, gender , employee rating

#**DATA CLEANING**:

in this we have found the missing values and ,

we filter out the missing values and etc.,
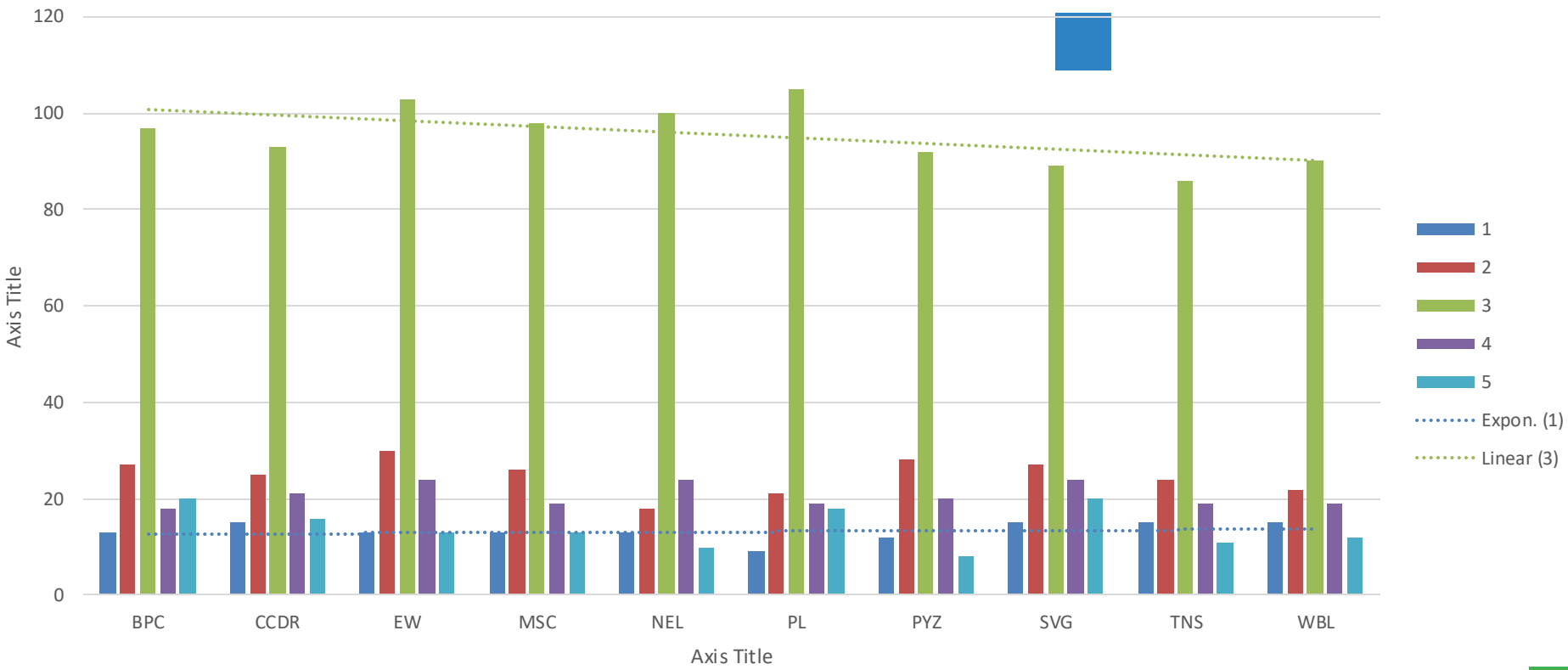
#**PERFORMANCE LEVEL:**

we have differentiate the levels of employees performance like (very high , high, medium, and low)

#**SUMMARY:**

we have used to summarize the levels of employees performance in an organization using **pivot table in excel**

we enhance the excel performance like we have used these process to analysis the the levels of employees performance in an organization

RESULTS

conclusion

While comparing the performance of the employees the number of employees are high in numbers in the average performance level in an organization so, we should support and encourage the employees to work in efficient manner because high level and very high levels are in lower number of employees are there in an organization

Very high performance people is very lower number and we can be seen in the chart in previous slides so, we need to motivate the employees and giving them different types of tasks based on the performance .