Employee Data Analysis using Excel

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PROJECT TITLE

Employee Performance 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

"The company is facing significant challenge in optimizing employee engagement Across various department, leading to decreased productivity and Increased turnover. Currently, the average employee satisfaction rating is 60% with a notable Disparity between departments."

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PROJECT OVERVIEW

• This project aims to analyze employment data to identify key factors influencing employee satisfaction and engagement. We will explore department-wise trends, analyze correlations, and develop predictive models to inform targeted interventions.

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WHO ARE THE END USERS?

- Organisation
- Managers
- Other employees

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OUR SOLUTION AND ITS VALUE PROPOSITION

"Our analysis revealed that communication, recognition, and growth opportunities are crucial factors impacting employee satisfaction. We recommend implementing department-specific programs to address these areas, such as regular feedback sessions, employee recognition initiatives, and training opportunities".

- Pivot tables- Aggregate the values on basis of rating count.
- Chart graph- To visualize the data in Column chart format.

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Dataset Description

Dataset description taken 4 Features.

- **Department type-** A data defines the following types of department like Admin offices, Executive offices, IT/IS, Production, Sales, Department, Software Engineering.
- **Employee classification type** – a categorical data which define the category whether they belong to Full time, contract, permanent.
- **State**- A data defines the state wise employee performance based on department.
- **Current Employment rating**- A data defines the employee rating for each department.

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THE "WOW" IN OUR SOLUTION

- Our employment data analysis reveals that the Production Department has achieved the highest employment rating, indicating a high level of job satisfaction and engagement among employees in this department.

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MODELLING

Data collection – Kaggle website
The data is collected from Kaggle website so it becomes the secondary data

Data cleaning – Filtering
The blank and missing data was removed after filtering the dataset from each column.

Data mining – Pivot table
The data mining is done by the pivot table and extracted the useful information for our analysis.

Data Visualisation – Chart graph
The data is visualised in Column format as we compare two categorical data on a particular heads.

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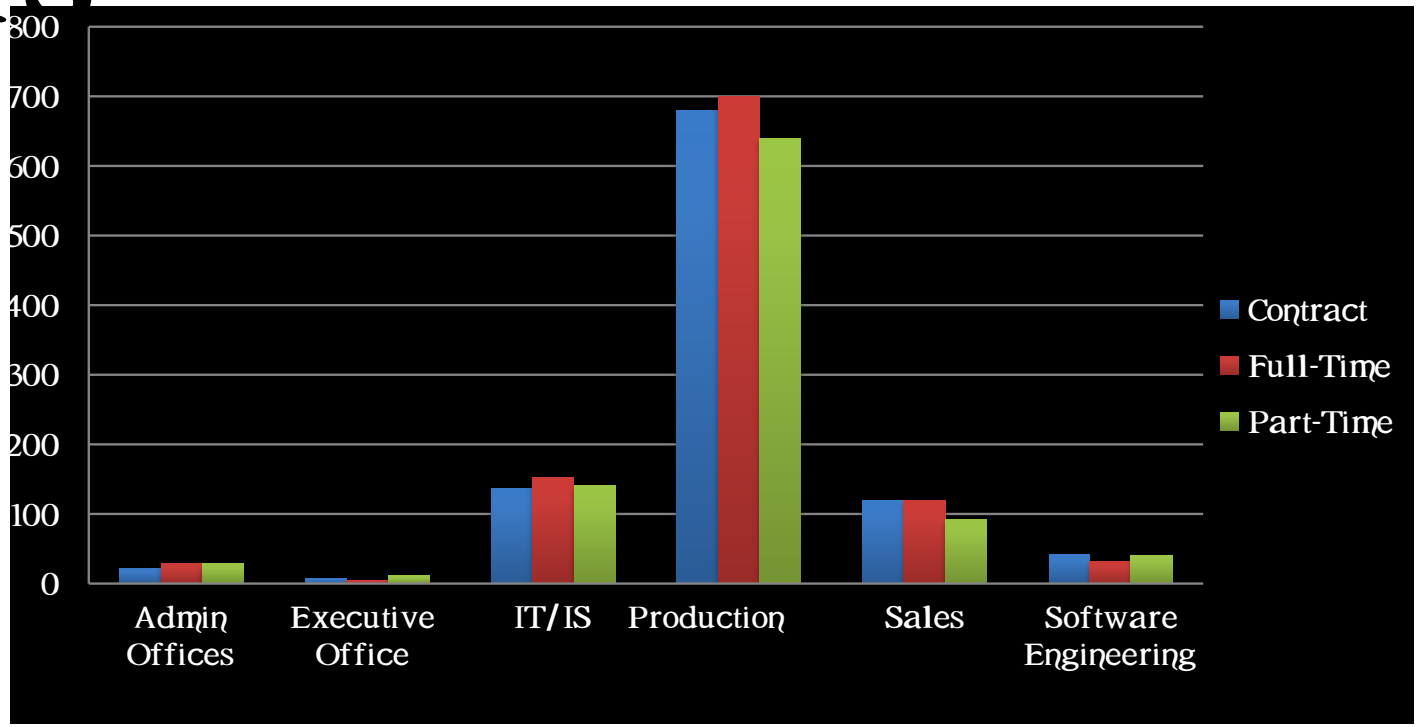
RESULTS



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conclusion

In conclusion, Production Department have overall Good performance ratings in all employment type Full time, contract, part time in Massachusetts State.

our project identified key drivers of employee satisfaction and engagement, enabling targeted interventions to enhance the work environment. By implementing these solutions, we expect to see a significant increase in employee satisfaction ratings, leading to improved productivity and reduced turnover. Future research could explore the long-term impact of these interventions and expand to other organizational contexts."

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