


Employee Data Analysis using Excel



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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

A problem statement in performance analysis for employees is a clear and concise description of a specific issue or opportunity for improvement related to an individual's performance



PROJECT OVERVIEW

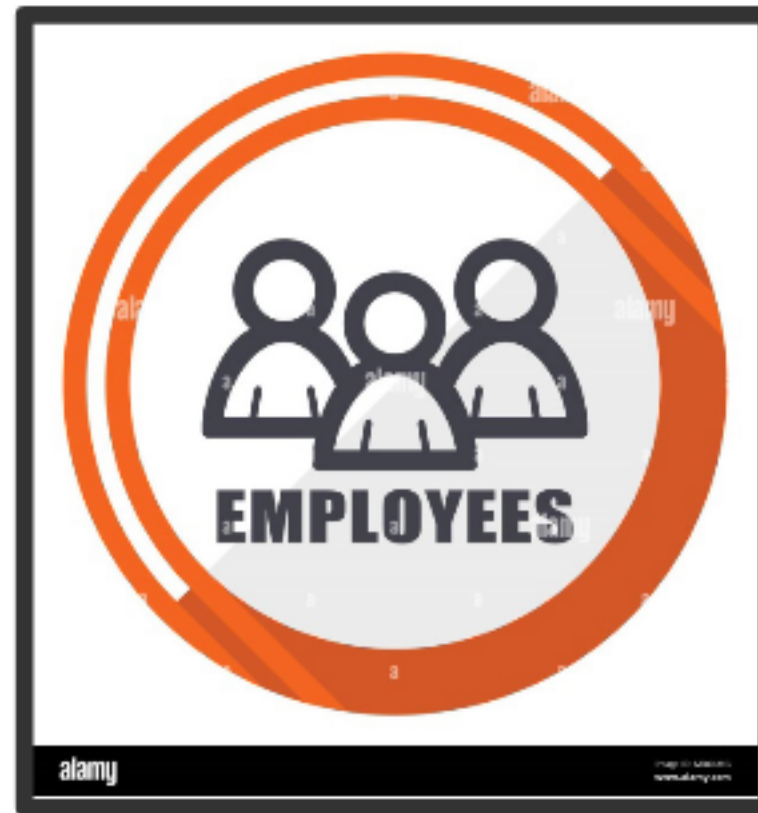


Employee data analysis is a analyzing the performance of the employee by considering the Various factors like gender, performance level, Ratings , and their achievements. In order to Identify the trends and patterns of different category of employees like high ,medium and low



WHO ARE THE END USERS?

1. HR Department
2. Managers and Supervisors
3. Employees
4. Department Heads
5. Senior Leadership
6. Training and Development Teams
7. Recruitment Teams:



OUR SOLUTION AND ITS VALUE PROPOSITION



- 1. Conditional formatting – Missing value
- 2. Filtering - Remove
- 3. Formula- performance value
- 4. Pivot table – Summary
- 5. Graph- data visualization



Dataset Description

I have download the employee data set from kaggle. In that data set it has 26 features is there but I consider 10 features for performance analysis. The features are:

1. EMPLOYEE ID
2. NAME
3. GENDER
4. DEPARTMENT
5. SALARY
6. START DATE
7. EMPLOYEE CLASSIFICATION TYPE
8. PERFORMANCE SCORE
9. EMPLOYEE RATING
10. PERFORMANCE LEVEL

THE "WOW" IN OUR SOLUTION

■

- Performance Level=IFS(I2>=5,"VERY HIGH",I2>=4,"HIGH",I2>=3,"MED",TRUE,"LOW")



MODELLING

1)Data collection:

- ☒ Downloaded data set from the kaggle

2)Features collection:

- ☒ Identify the features:(gender,performance level,employee rating,performance score)

3)Data cleaning:

- ☒ Identify the missing value
- ☒ Filter out through slicer

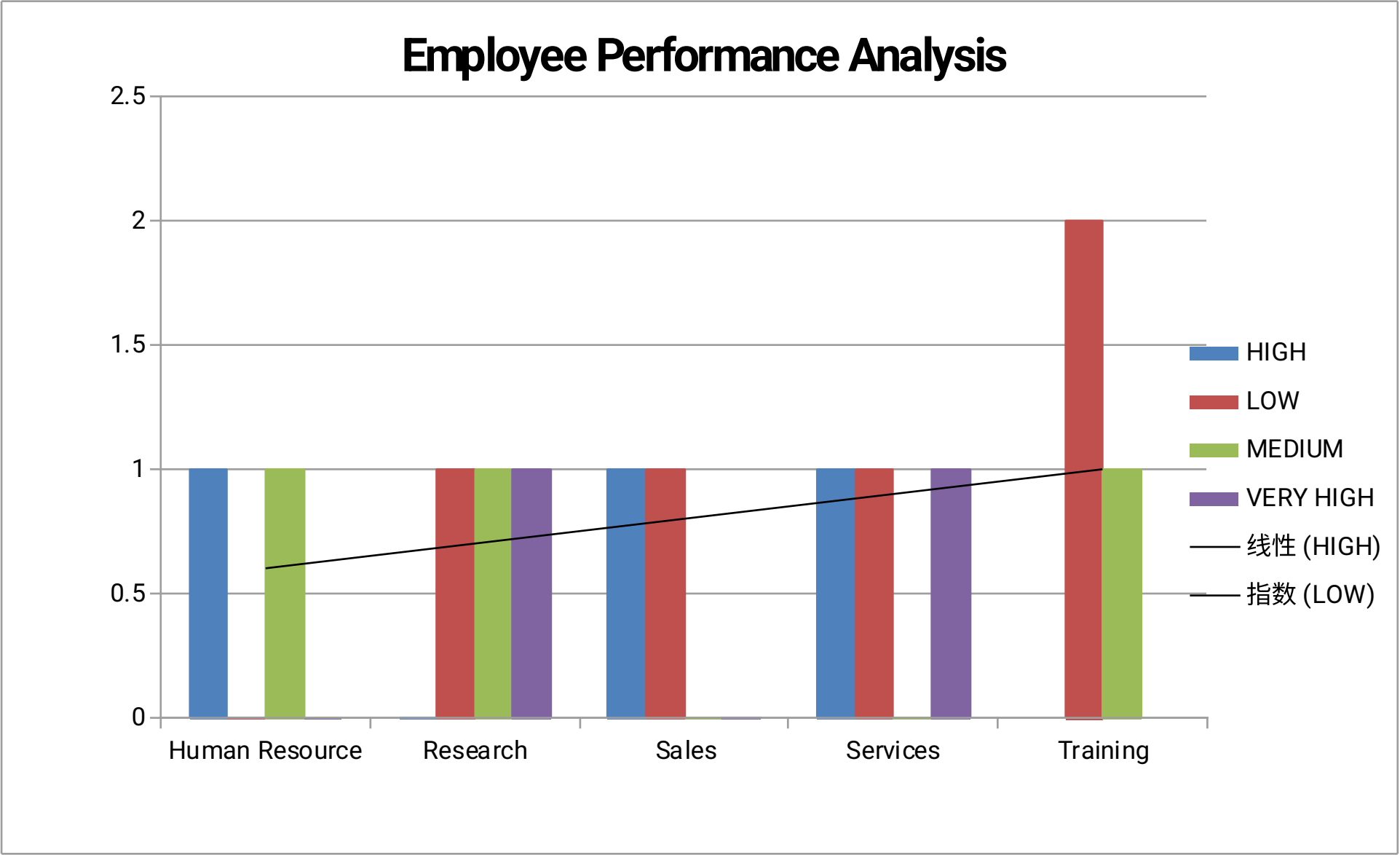
4)Performance level:

- ☒ Calculated performance levelwith employee rating

5)summary:

- ☒ Pivot table
 - ✓ Gender
 - ✓ Department
 - ✓ Performance level

RESULTS



conclusion

By comparing the performances of the employee, the numbers of employees are higher in number with low performances employee in training department. We need to motive the employee to improve the performances in the organization and to improve their skills for better outcome.