

# *EMPLOYEE DATA ANALYSIS USING EXCEL*

- Student name: A.Subhiksha
- Register number: 312213108
- Department: Illrd B.COM B (commerce ) 722C888ED08F588B6FD4DEA96DC5E11D
- College: Vel Tech Ranga Sanku Art's College

# *PROJECT TITLE*

- Employee Performance Analysis using Excel

# AGENDA

- Problem Statement
- Project Overview
- End User
- Our Solution and Proposition
- Dataset Description
- Modelling Approach
- Results and Discussion
- Conclusion

# *PROBLEM STATEMENT*

- Our organization lacks a clear, data-driven understanding of employee performance, making it challenging to identify top performers, address areas needing improvement, and align individual efforts with company goals. This results in missed opportunities for enhancing productivity and fostering employee growth.



# *PROJECT OVERVIEW*

This project focuses on developing a comprehensive tool to analyze performance. We will gather and evaluate detailed performance data, using advanced data visualization techniques to create clear and interactive charts and dashboards. The tool will help identify top performers, highlight areas needing improvement, and provide insights to align individual and team efforts with organizational goals. By integrating automated analytics and visual summaries, the solution aims to enhance productivity, support targeted development initiatives, and foster a more effective and motivated workforce. Ultimately, this tool will enable data-driven decision-making, driving better overall performance and contributing to the company's long-term success.

# *WHO ARE THE END USERS?*

- HR professional
- Managers
- Employee
- Executives
- IT and Technical Team
- Business Leaders

# *OUR SOLUTION AND ITS VALUE PROPOSITION*

- Our solution provides a comprehensive analysis of employee performance through advanced data visualization and automated insights. This approach boosts productivity, identifies top performers, and targets areas for improvement, ensuring alignment with company goals. The result is a more motivated and effective workforce, driving overall organizational success.
  - Pivot Table
  - Charts and graphs
  - Conditional formatting
  - VLOOKUP and INDEX-MATCH
  - Power Query and Power Pivot
  - Macros and automation
  - Statistical analysis and modeling

# ***DATASET DESCRIPTION***

- Employee Dataset: KAGGLE
- Features: 26
- Features Taken: 8
- Field Names: Business Unit, First Name, Last Name,  
Gender Code, job Title, Job Title, Performance Rating,  
Absenteeism, Training Hour's and Salary



# THE “WOW” IN OUR SOLUTION

- **Aggregation:** Our Excel sheet compiles comprehensive employee performance data, segmented by key metrics such as productivity, efficiency, and goal achievement.
- **Dynamic Dashboards:** The sheet includes interactive dashboards with real-time filtering options, allowing quick comparisons and insights into individual and team performance trends.

# *MODELLING*

## DATA COLLECTION:

Drafted the data from the edunet dataset.

## FEATURE COLLECTION:

Business unit, Gender unit, First name, Performance score, Last Name, Absenteeism, Training Hour's and Salary

## PERFORMANCE LEVEL:

Exceeds

Fully meets

Needs improvements

PIP

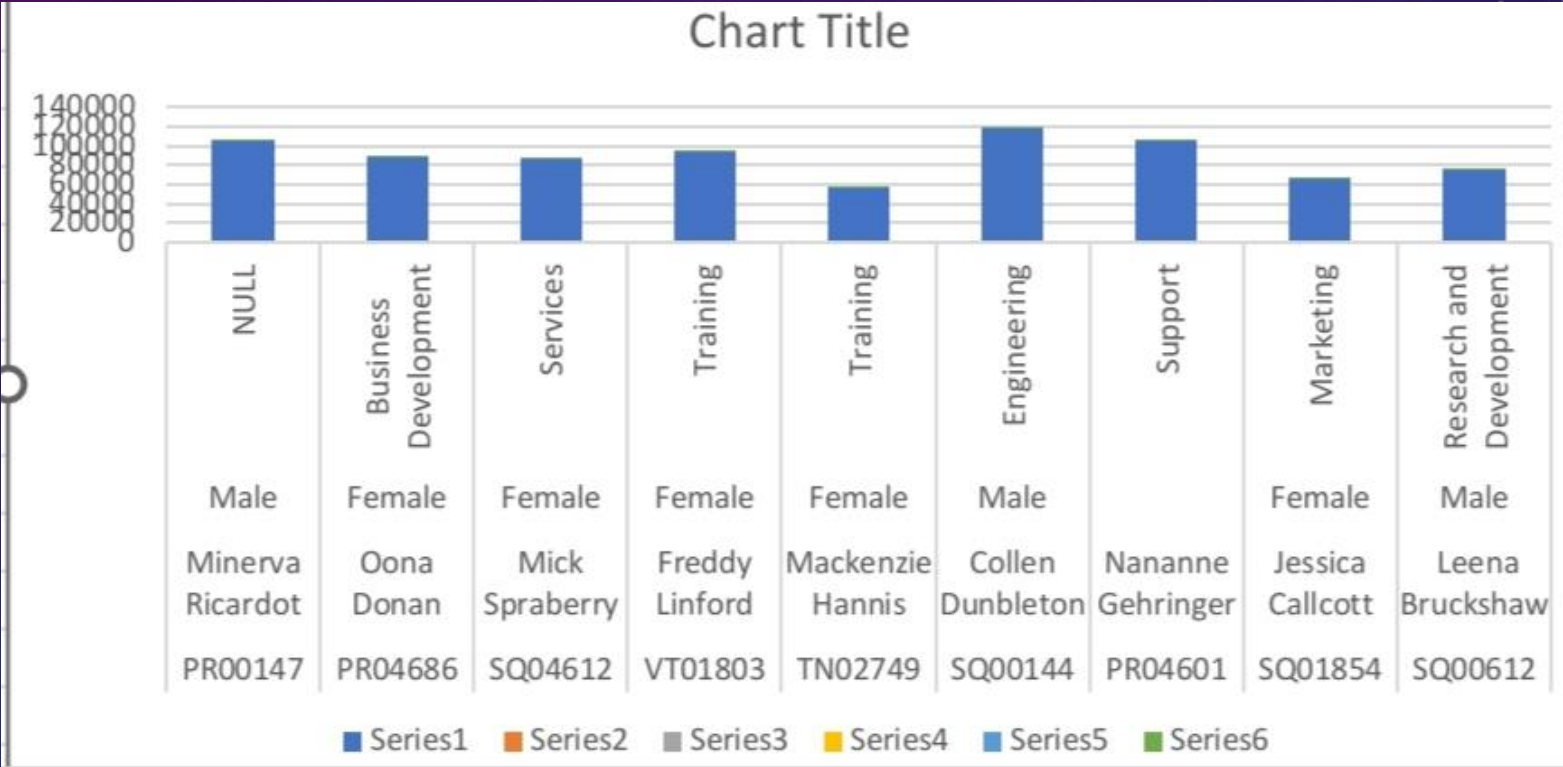
# RESULT

Chart Title



- PR00147 Minerva Ricardot Male NULL
- PR04686 Oona Donan Female Business Development
- SQ04612 Mick Spraberry Female Services
- VT01803 Freddy Linford Female Training
- TN02749 Mackenzie Hannis Female Training
- SQ00144 Collen Dunbleton Male Engineering

RESULT





# CONCLUSION

- Our employee performance analysis offers actionable insights to boost productivity, recognize top talent, and address improvement areas. By aligning employee growth with company goals, we foster a culture of continuous improvement, driving both individual and organizational success. Let's leverage these insights for a stronger, more motivated workforce.