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

Organizations often lack a thorough understanding of the diverse demographics, skill sets, and distribution of their workforce across departments and business units. This hampers efforts to promote diversity, equity, and inclusion within the workplace.

While organizations may collect extensive data on employee attributes such as age, ethnicity, job title, and salary, they often struggle to extract meaningful insights from this data. This results in missed opportunities to identify trends, correlations, and areas for improvement.

PROJECT OVERVIEW

It is fully integrated with accounts to give you the benefits of simplified Payroll processing and accounting. It consists of user-defined classifications and sub-classifications related to the employees, employee groups, pay components, departments etc. It provides the facility to create user-defined earnings and deductions Pay Head. It allows flexible and user-defined criteria for simple to complex calculations attendance, production, time-based remuneration units. It provides flexible payroll processes based on departments, groups, employees, periods or pay components. It provides comprehensive cost centre as well as employee-wise costing report. It facilitates an accurate computation and deduction of Income Tax, ESI, EPF, Professional Tax, Gratuity etc. It facilitates generation of statutory forms, challans and returns of Income Tax, EPF, and ESI in the prescribed formats.

WHO ARE THE END USERS?

The end users of employee data analysis primarily include HR managers and senior management. HR managers use the insights to refine recruitment strategies, enhance employee development programs, and improve retention efforts. Senior management, such as CEOs and department heads, rely on this data for strategic decision-making, workforce optimization, and aligning HR initiatives with broader business objectives.

OUR SOLUTION AND ITS VALUE PROPOSITION

FILTERING : We monitor each department analysis report with the help of filtering

CONDITIONAL FORMATTING: Makes it easy to highlight certain values or to make particular cells easy to identify.

PIVOT TABLE : we separate gender type in column table With the help of pivot table analysis report.

FORMULA : SUM Function in excel is useful for adding up a range of values such as a column or row of numbers.

BAR GRAPH – Final Report with the help of pivot table analysis

Dataset Description

Employee Data Set- Nan Mudhalvan Portal9 Features In Total3 Features Being Used For Analysis employee Id- Alphanumeric(text)name alphabetical (Text)gender alphabetical(text)department alphabetical(text)salary- Numerical start Date - Alphanumeric(text) fte- Numerical employee Type alphabetical (Text)employee Location alphabetical(text)

THE "WOW" IN OUR SOLUTION

The "wow" factor in our employee data analysis solution is its ability to turn complex and often overwhelming data into intuitive, visually compelling insights that drive real business impact. What sets our solution apart is the seamless integration of advanced analytics with an easy-to-use interface, enabling even non-technical users to uncover deep insights with just a few clicks. The platform's real-time data processing and predictive analytics capabilities allow organizations to not only understand past and present workforce dynamics but also anticipate future trends and challenges. It's about transforming that data into a strategic asset that propels the organization forward.

MODELLING

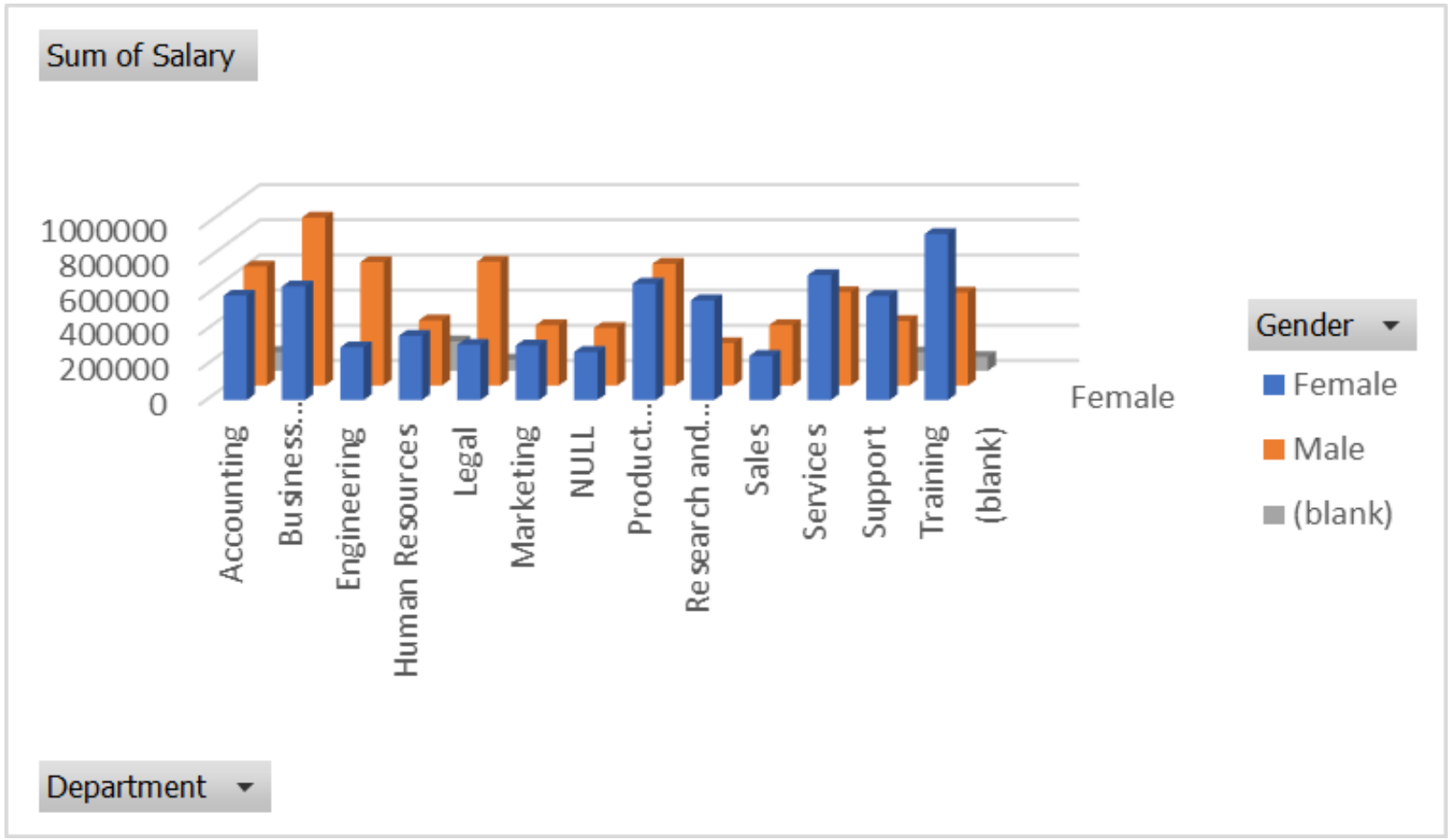
Step 1 :Download The Employee Dataset In Naan Mudhalvan Portal And Open The Excel.
Step 2 :Select The Data And Coverted Into Table
Step 3 :Select The Entire Data Table And Click On Insert Menu Then Select Pivot Table.
Step 4:the Pivot Table Shows Field Section And Drag The Field According To Our Project.
Step 5 :The Final Report Given By Bar Graph With The Help Of Pivot Chart Analysis Report Drag The Needed Data And Create A Pivot Table
Step 6: The Table And Chart Is Being Created , Which Helps In Better Understanding And Interpretation Of Data.

RESULTS

1.TABLE

Sum of Salary	Column Labels			
Row Labels	Female	Male	(blank)	Grand Total
Accounting	593328.55	675617.63	107107.6	1376053.78
Business Development	645391.8	954220.1		1599611.9
Engineering	299955.46	700436.76		1000392.22
Human Resources	364863.49	369460.9	167406.68	901731.07
Legal	314028.37	703739.14	63447.07	1081214.58
Marketing	309685.02	342169.16		651854.18
NULL	272872.87	327257.86		600130.73
Product Management	661302.88	690917.35		1352220.23
Research and Development	566916.95	240643.96		807560.91
Sales	250831.84	343193.75		594025.59
Services	710084.74	530304.64		1240389.38
Support	591810.4	365946.89	104802.63	1062559.92
Training	943573.67	527713.8	78840.23	1550127.7
(blank)				
Grand Total	**6524646.04**	**6771621.94**	**521604.21**	**13817872.19**

2.BAR DIAGRAM



conclusion

In conclusion, employee data analysis serves as a vital tool for organizations aiming to optimize their workforce and enhance overall business performance. By leveraging data-driven insights, companies can make informed decisions on recruitment, retention, performance management, and compensation, leading to a more engaged and productive workforce. Ultimately, effective employee data analysis empowers organizations to build a stronger, more resilient workforce, driving long-term success and competitive advantage