

EMPLOYEE PERFORMANCE ANALYSIS USING EXCEL

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PROJECT TITLE

- Sales Department Wise salary calculation

AGENDA

- 1. Problem Statement
- 2. Project Overview
- 3. End Users
- 4. Our Solution And Proportion
- 5. Dataset Description
- 6. Modelling Approach
- 7. Results And Description
- 8. Conclusion

PROBLEM STATEMENT

- The inconsistent performance across sales departments is leading to suboptimal overall organizational performance and customer experience. Specifically, some departments are underperforming compared to their targets, while others are excelling. This disparity affects overall profitability, resource allocation, and strategic decision-making.

OVERVIEW ABOUT SALES DEPARTMENT WISE.

- The aim of a "Sales Department Wise" analysis is to evaluate and enhance the performance of individual sales departments within an organization. This involves examining each department's specific metrics, strategies, and challenges to improve overall efficiency and effectiveness.

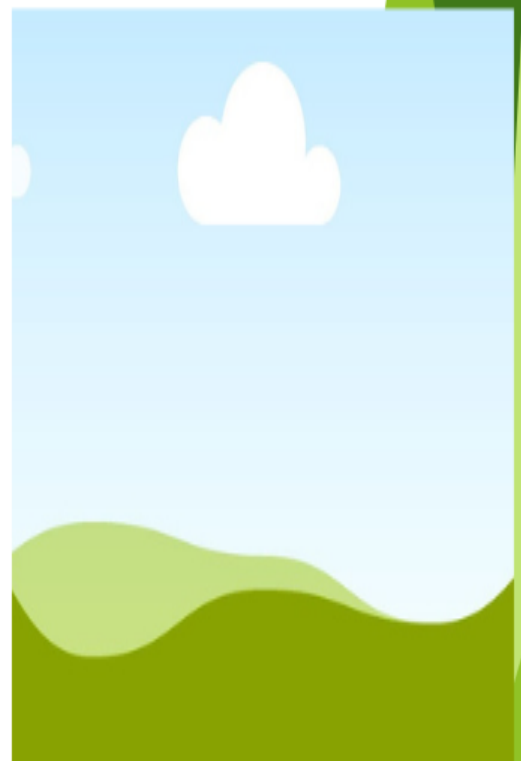
WHO ARE THE END USERS

- Employees
- Employers
- Organization
- Business people



OUR SOLUTION AND IT'S VALUE PROPOSITION

- **Filtering**- remove missing values
- **Conditional Formatting**-blanks
- **Pivot table**- Summary Of The Sales Department Wise
- **Formulas** – IFS
- **Graphs**- FINAL REPORT



DATA DESCRIPTION

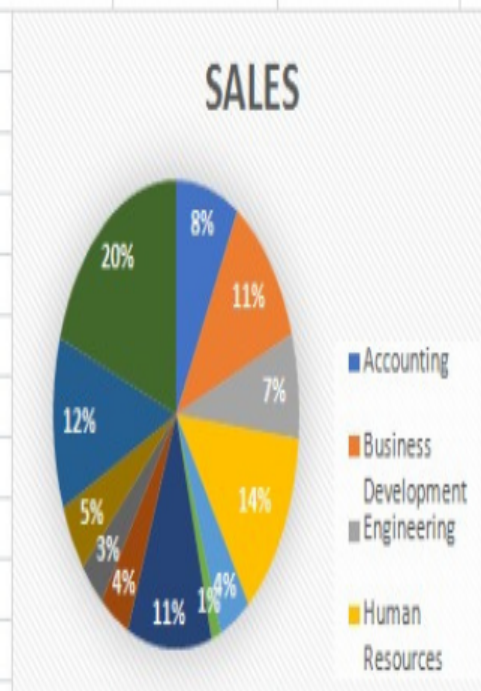
- **Seller:** Salesperson's name.
- **Department:** Department to which the salesperson belongs.
- **Revenue:** Revenue generated by the salesperson on the respective day.
- **Revenue Goal:** Salesperson's revenue goal for the respective day.
- **Margin:** Gross profit margin achieved by the salesperson on the respective day.
- **Margin Goal:** Salesperson's profit margin goal for the respective day.
- **Date:** Date on which the sales were recorded.
- **Sales Quantity:** Number of customers who actually made a purchase.
- **Customers:** Total number of customers served.

Modeling

- Date Set: Kaggle, Sales Department Wise
- Feature Selection:
- Data Cleaning: Missing Values Irrelevant
- Formula: Performance Calculation, Low, Med, High
- Pivot Table: Summary, Business Unit, Gender , Employment Type, Employee Id, Performance
- Chart : Report: Slicer
-

RESULT

Employee type	Fixed Term	
Department	Sum of Salary	
Accounting	210,026.99	
Business Development	282,340.75	
Engineering	183,397.77	
Human Resources	338,518.85	
Legal	103,885.74	
Marketing	31,816.57	
Product Management	281,368.42	
Research and Development	99,683.67	
Sales	84,598.88	
Services	121,134.11	
Support	299,427.31	
Training	499,439.95	
Grand Total	2,535,639.01	



CONCLUSION

- The sales department's performance has been instrumental in driving our company's growth and profitability. Each team within the department has demonstrated strengths in various areas, from customer acquisition to account management and strategic sales initiatives. The analysis reveals that while there have been notable successes, there are also areas requiring improvement.
- To sustain and build on our successes, it is essential to address the identified challenges and leverage the opportunities for growth. Enhancing training programs, optimizing sales processes, and increasing cross-departmental collaboration will be critical in achieving our sales targets and improving overall performance.

REFERENCE,
Dr. R. Subha
BHARATHI WOMEN'S COLLEGE ,
CHENNAI, TAMILNADU.