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

IDENTIFY THE KEY FACTORS THAT CONTRIBUTE TO HIGH EMPLOYEE PERFORMANCE WITHIN OUR ORGANIZATION

PROJECT OVERVIEW

• THE PROJECT AIMS TPO ANALYSE VARIOUS EMPLOYEE ATTRIBUTES AND WORKPLACE FACTORS TO UNDERSTASND THEIR IMPACT ON EMPLOYEE PERFORMANCE. THE FINDINGS WILL INFORM HR POLICIES, TRAINING PROGRAMS,AND MANGAEMENT PRACTIES TO FOSTER A HIGH – PERFORMING WORK FORCE.

WHO ARE THE END USERS?

- HR PROFESSIONLS
- MANGEMENT
- EMPLOYEE

OUR SOLUTION AND ITS VALUE PROPOSITION

CONDATIONAL FORMATING – MISSING CELL
PIVOT – SUMMARY
FORMULA – PERFORMANCE
GRAPH – DATA VISULIZATION
FLITER – REMOVE MISSING CELL

Dataset Description

EMPLOYEE DATA SET = NAAN MULDHAVAN
26-FEATURE
EMPLOYEE ID
FIRST & LAST NAME
EMPLOYEE TYPE
GENDRE
PERFORMANCE LEVEL
EMPLOYER RATING

THE "WOW" IN OUR SOLUTION

•=IF(Z14>=5,"VERYHIGH",IF(Z14>=4,"HIGH",IF(Z14>=3,"MEDIUM","LOW")))
THE FORMULA USED FOR CALCULATION OF PERFORMANCE LEVEL

MODELLING

DATA COLLECTION
- SOURCE NAAN MULDHAVAN

FEATURE COLLECTION
- NAME ,PERFORMANCE LEVEL ,SALRY,JOB FUNCTION ,DEPARTMENT ,ACTIVE STATUS ETC

DATA CLEANING
- REMOVE MISSING VALUES
- CONVERT CATEGORICALS VARIABLE INTO NUMERCIAL FORMAT

PERFOMANCE LEVEL SEGEMENTED ON THE BASIS OF
- VERY HIGH
- HIGH
- MEDIUM
- LOW

MODELLING

SUMMARY
THIS ANALYSIS USED EXCEL TO ANALYSE EMPLOYEE PERFORMANCE DATA COLLECTED FROM THE MUDHALVAN PORTAL . KEY FEATURE INCULDED ,PERFORMANCE LEVEL WERE CATEGORIZED USING IF FORMULA AND VISULATION IN A PIVOT TABLE . THIS ANALYSIS PROVIDES INSIGHSTS INTO EMPLOYEE PERFORMANCE DISTRIBUTION AND CAN INFORM HR STRATEGIES FOR IMPROVEMENT .

RESULTS

EMPLOYEE PERFOMANCCE ANALYSIS
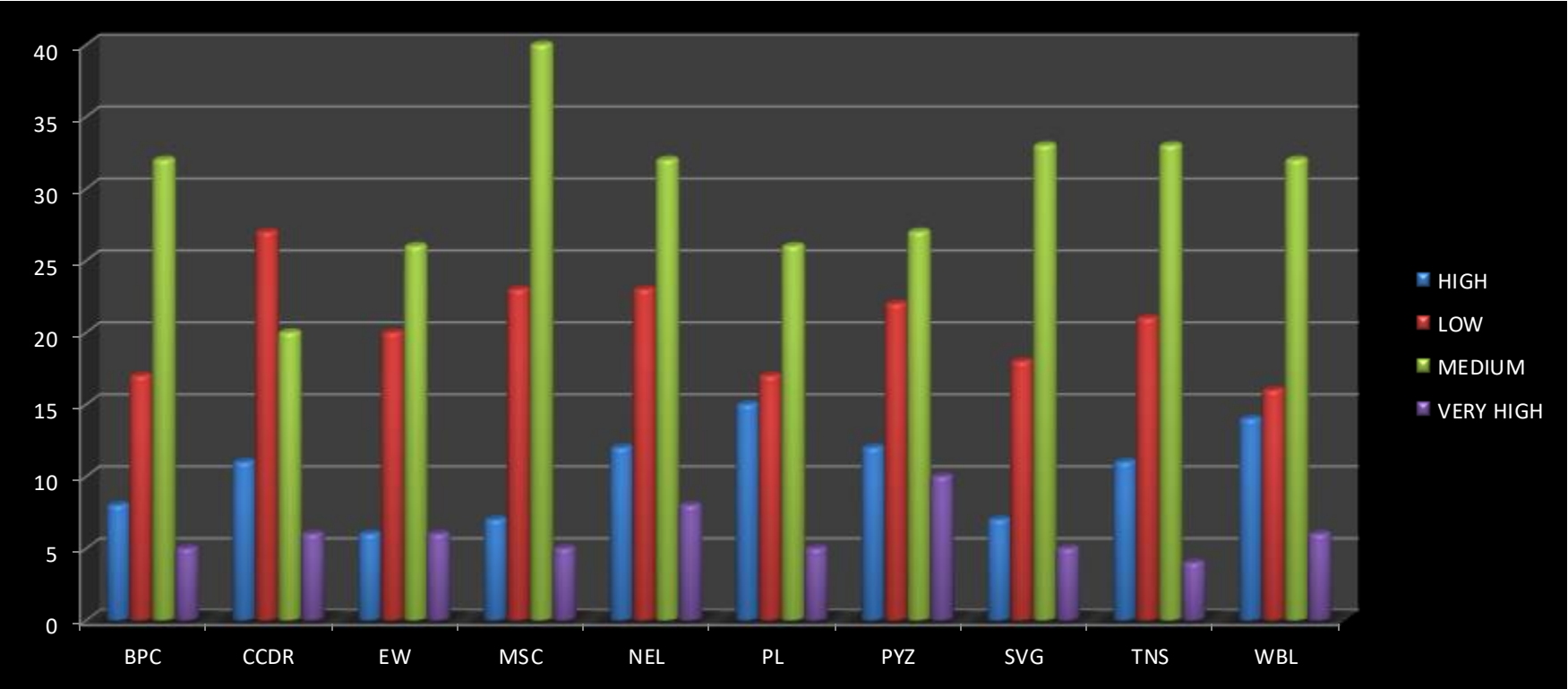
conclusion

THE RESULTS DEMONSTRATE THAT OUR TRAIINING PROGRAMS ARE VALUABLE IN IMPROVING EMPLOYEE SKILL AND PERFORMANCE .