

# **Employee Data Analysis using Excel**

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**PROJECT TITLE**

**EMPLOYEE PERFORMANCE  
BASED ON GENDER AND  
EMPLOYEE RATING**

# 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

To identify whether there are any disparities in performance evaluations and ratings between male and female employees, and to explore how these ratings correlate with actual performance metrics. This analysis seeks to determine if gender biases exist in performance evaluations for promoting fairness and equity in the workplaces.




# PROJECT OVERVIEW

Employee performance analysis, also known as performance appraisal, performance review, or evaluation, is a structured process for evaluating an employee's job performance and contribution to a company. The purpose is to learn more about the employee's strengths and weaknesses, provide constructive feedback , and help set goals for the future



## WHO ARE THE END USERS?

- 
- HUMAN RESOURCE DEPARTMENTS
  - MANAGEMENT AND LEADERSHIP
  - TEAM LEADERS AND SUPERVISORS
  - EMPLOYEES
  - EXECUTIVE LEADERSHIP
  - BUSINESS ANALYSTS
  - RECRUITERS

## OUR SOLUTION AND ITS VALUE PROPOSITION



FILTERING - REMOVE VALUES  
PIVOTTABLE - SUMMARY OF WORK  
LIFE BALANCE ANALYSIS  
BAR DIAGRAM - FINAL REPORT



## **DATASET DESCRIPTION**

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)



CURRENT EMPLOYEE RATING- NUMERICAL  
TITLE-ALPHABETICAL(TEXT)  
BUSINESS UNIT- ALPHABETICAL(TEXT)  
PERFORMANCE RATE-NUMERICAL  
PAY ZONE - ALPHABETICAL(TEXT)  
EMPLOYEE TYPE- ALPHABETICAL(TEXT)  
EMPLOYEE STATUS- ALPHABETICAL(TEXT)

## THE "WOW" IN OUR SOLUTION

Empirical results demonstrate that work-life balance positively influences jobsatisfaction and performance. Our empirical findings also revealed that jobsatisfaction partially mediates the relationship between work-life balance and job performance.



# MODELLING

- STEP-1

DOWNLOAD THE EMPLOYEE DATASET AND OPEN THE EMPLOYEE DATASET IN EXCEL.

- STEP-2

SELECT THE ENTIRE DATA AND CLICK ON DATA AND CLICK ON FILTER OPTION.

- STEP-3

FILTER FTP FROM A TO Z ORDER.

- STEP-4

SELECT THE ENTIRE DATA AND CLICK ON INSERT AND CLICK ON PIVOT TABLE TO CREATE PIVOT TABLE.

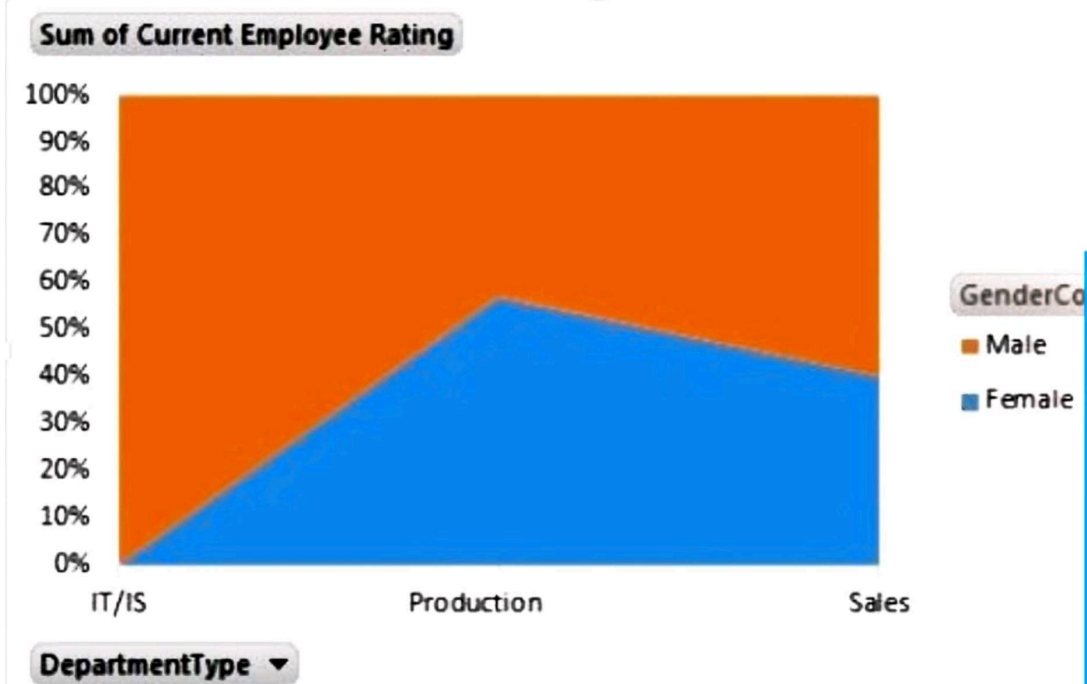
- **STEP-5**  
**DRAGTHE NEEDED DATA AND CREATE A PIVOT TABLE.**
- **STEP-6**  
**SELECT THE PIVOT TABLE AND CLICK ON INSERT.**
- **STEP-7**  
**NOW CLICK ON THE CHART THAT YOU WANT.**
- **STEP-8**  
**THE CHART IS CREATED.**

# RESULTS

## 1.TABLE

Sum of Current Employee Rating		Column Labels	
Row Labels	Female	Male	Grand Total
IT/IS		9	9
Production	4	3	7
Sales	38	56	94
Grand Total	42	68	110

## 2. BAR DIAGRAM



# CONCLUSION

The analysis of employee performance highlights important patterns in workplace evaluations. It is essential to consider how gender may influence perceptions and ratings, ensuring that biases do not skew the assessment of performance. By addressing potential disparities and fostering a culture of fairness, organizations can create a more inclusive environment where employee performance is accurately and equitably recognized, allowing all individuals to contribute to their fullest potential.