

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**
DRAAGTHE NEEDEDDATAAANDCREATE A PIVOT TABLE.
- **STEP-6**
SELECTTHEPIVOTTABLEANDCLICKON INSERT.
- **STEP-7**
NOWCLICKON THECHARTTHATYOU WANT.
- **STEP-8**
THE CHARTISCREATED.

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.