oyee Data Analysis using Excel

STUDENT NAME : SANJAY B

REGISTER NO : 2213031036228/ 88AC1D0B8CCB4728B7F49266BB7BF718

DEPARTMENT : COMMERCE (B.com)

COLLEGE : DR. AMBEDKAR GOVT ARTS COLLEGE

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

- Performance reviews can help employees understand where they stand on their goals and how to improve. This can help them learn their strengths and where to focus their development efforts.
- Performance evaluations can help managers and employees communicate better, and can give managers an opportunity to get feedback from employees.
- By measuring employee performance, companies can gain insight into how their people strategy and culture affect engagement and performance. This can help companies understand how they are currently doing and make improvements.

PROJECT OVERVIEW

Employees Performance Analysis

- Analyzing the performance of the employees by considering various Factors like gender, performance score, rating, there achievements.
- In order to identify the trends patterns of different categories of employees

OUR SOLUTION AND ITS VALUE PROPOSITION

- **Conditional Formatting** : for finding the missing values
- **Filter** : to remove the missing cells
- **Formula** : to analyze performance of the employees
- **Pivot table** : summary of the employees performances
- **Graph** : Data Visualization

Dataset Description

Employee data set Downloaded from Kaggle

Total features : 26

Features used : 9

- Employee id – numerical value
- Employee first name – text format
- Employee last name – text format
- Employee type
- Employee performance level
- Gender – male, female
- Employee rating – numerical value
- Employee performance analysis
- Employee unit – text format

THE "WOW" IN OUR SOLUTION

Formula for performance level

Performance level - =**IFS(Z8>=5,"VERY HIGH",Z8>=4,"HIGH",Z8>=3,"MED",TRUE,"LOW")**

MODELLING

Data collection

1. Download data set from Kaggle
2. Select data's for performance analysis
3. Performance analysis is used for identify the performance level

Feature collection

4. There are 26 features
5. I used only 9 features

Data cleaning

6. First we identify the missing values
7. Filter the missing values

Performance level

8. Find the performance level
9. Using formula for categorise the levels
10. Performance level - =**IFS(Z8>=5,"VERY HIGH",Z8>=4,"HIGH",Z8>=3,"MED",TRUE,"LOW")**

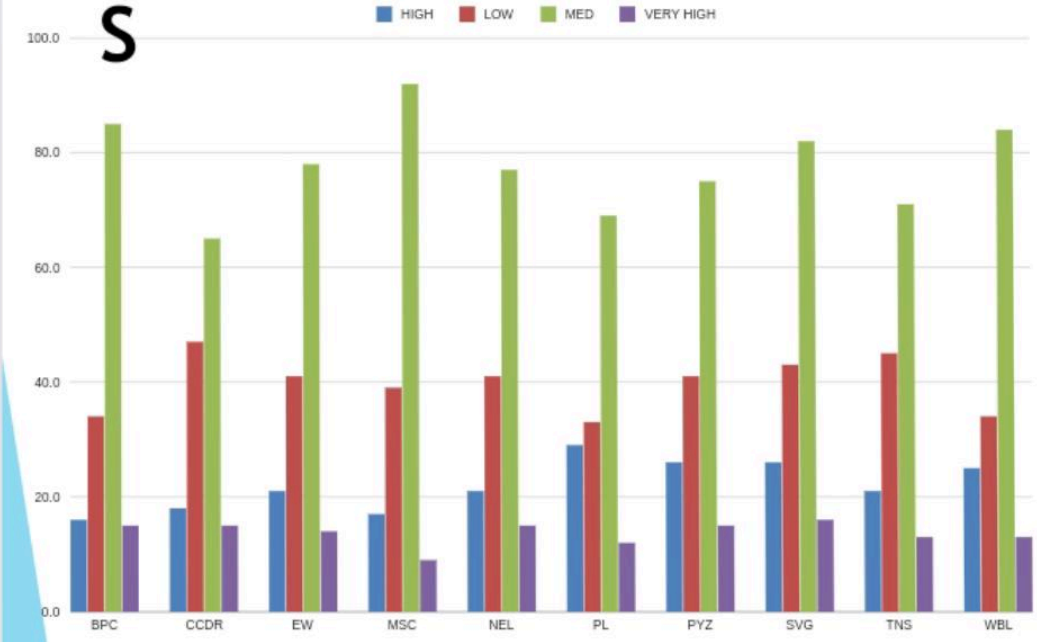
Summary

1. Analyzing the performance of the employees by considering various Factors
2. Using gender, performance score, rating, there achievements.

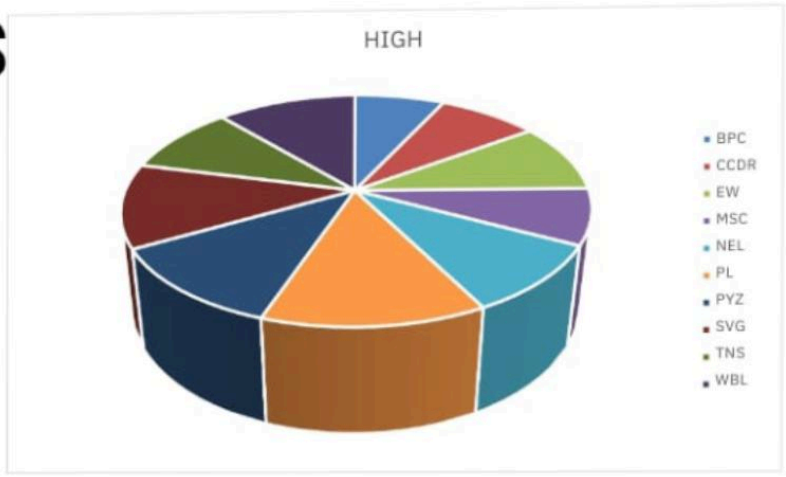
Visualization

3. Using the features of graph and pivot table to calculate the performance analysis
4. Also using the pie chart to categorise the department wise performance analysis

RESULTS


HIGH
LOW
MED
VERY HIGH
100.0
80.0
60.0
40.0
20.0
0.0
BPC
CCDR
EW
MSC
NEL
PL
PYZ
SVG
TNS
WBL

RESULT S



This is the result of high performance employees in all departments

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conclusion

- While comparing the performance of employees the no of employees are higher in number is average Employees.
- The organisations needs to motivate them for the better outcome to improve their performance average to very high
- From the study of the trend line there is a steady state for the medium level employees there is no ups and downs
- Also the second results shows the list of high performance employees in all departments
- In the study of the pie chart there is the highest no of high performance employees in PL department.