EMPLOYEE DATA ANALYSIS USING EXCEL

STUDENT NAME : THRISHA.S

REGISTER NO: 312214283

NM ID: 0391273F29FD6909C1142FE0E58243D2

DEPARTMENT: B.COM[COMMERCE]{A/F}

COLLEGE: ST.THOMAS COLLEGE OF ARTS AND SCIENCE.

PROJECT TITLE :

Employee incentive analysis using Excel.

Agenda

- Problem statement.
- Project overview.
- End users.
- Our solution and proposition.
- Dataset description.
- Modelling approach.
- Results and discussion.
- Conclusion.

PROBLEM STATEMENT

The aim of this thesis is to analysis the level of employee satisfaction and work motivation . It also deals with the employee growth and company growth. To show employee incentives based on the work factor.

PROJECT OVERVIEW

Employee incentives and benefits encompass the various rewards, perks, and advantages offered to employees in addition to their regular salary or wages. Incentives can improve employee performance by providing tangible rewards or recognition for achieving specific goals or milestones. They create a sense of purpose and motivation among employees, driving them to put in extra effort to accomplish tasks and exceed expectations. This project overall view is to have analysis about employee incentives.

WHO ARE THE END USERS ?

The persons who got benefit by this employee incentive analysis project are :

- Managers in the organisation.
- Employees.
- Employers.

OUR SOLUTION AND ITS VALUE PROPOSITION

The tools which are used to make this employee incentive analysis project are :

❖Conditional formatting- to find out missing value.

❖Filter – remove.

❖Formula – to find out the incentive calculation.

❖Pivot – to summary.

❖Graph – to data visualization.

DATASET DESCRIPTION

EMPLOYEE INCENTIVE DATABASE – KAGGLE

14-FEATURES

9 – FEATURES

- Employee id – text format.
- Calls attended.
- AHT score.
- Sales.
- Quality.
- Client escalation.
- Eligibility.
- Payout amount %.
- Max payout.

MODELLING

DATA COLLECTION:

Data sheet tab is the main sheet tab in Incentive analysis because all the important calculations to calculate the final payout of employee are available in this sheet tab. In this sheet tab there 2 sections – Input data and Formulas.
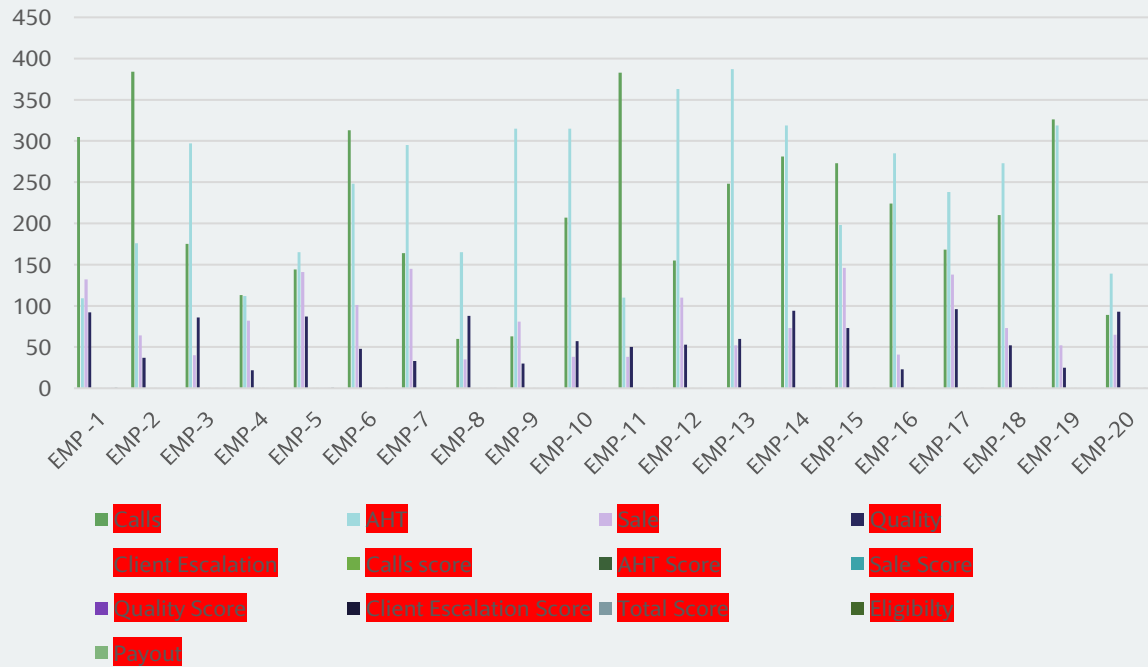
FEATURES COLLECTION:

Input data has the headers' color dark blue. In this section employee level information like – EMP Name, A (absent count for the month) , Calls, AHT, Sale, Quality and Client Escalation to be entered manually.

Formulas has the headers' color sky blue. In this section employee level information like – Calls Score, AHT Score, Sale Score, Quality Score and Client Escalation score, Total Score, Eligibility(on the base of absent count) and Payout will be calculated automatically on the base of input data and weightages.

INCENTIVE PERFORMANCE CALCULATION

- Calls : This is used to calculate the Calls Score in Data sheet tab.

- AHT[average handle time] : This is used to calculate the AHT Score in Data sheet tab.

- Sales : This is used to calculate the Sales Score in Data sheet tab.

- Quality : This is used to calculate the Quality Score in Data sheet tab.

- Client Escalation :This is used to calculate the Client Escalation Score in Data sheet.

- Eligibility : This table is used to check the employee eligibility for incentive. If employee has more than 2 Absents count in a month then he/she is not eligible for payout irrespective of Total Score.

- Payout amount% : In this table first column is for Total Score and second is for % of Max Payout. For example if an employee achieved Target Score between 40% and 50% then he/sheet will get 20% of Max Payout .

- Max Payout : A maximum amount which can be achieved by an employee.

employee incentive chart

RESULTS

In this project we have analysed about the employees incentive percentage based on the working performance and skills.

CONCLUSION