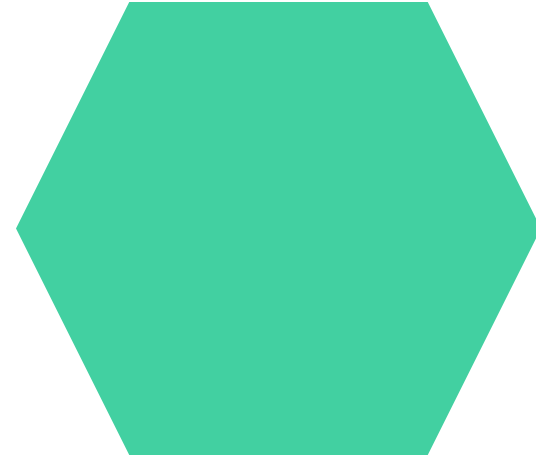


# Employee Data Analysis using Excel



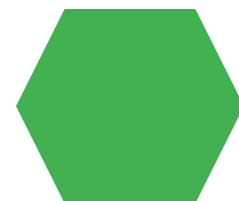
**STUDENT NAME : A UDHAYA**

**REGISTER NO : 2213031036239**

**/UNM13032213021036239**

**DEPARTMENT : COMMER(B.COM)**

**COLLEGE : DR.AMBEDKAR GOVT ARTS**



**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.

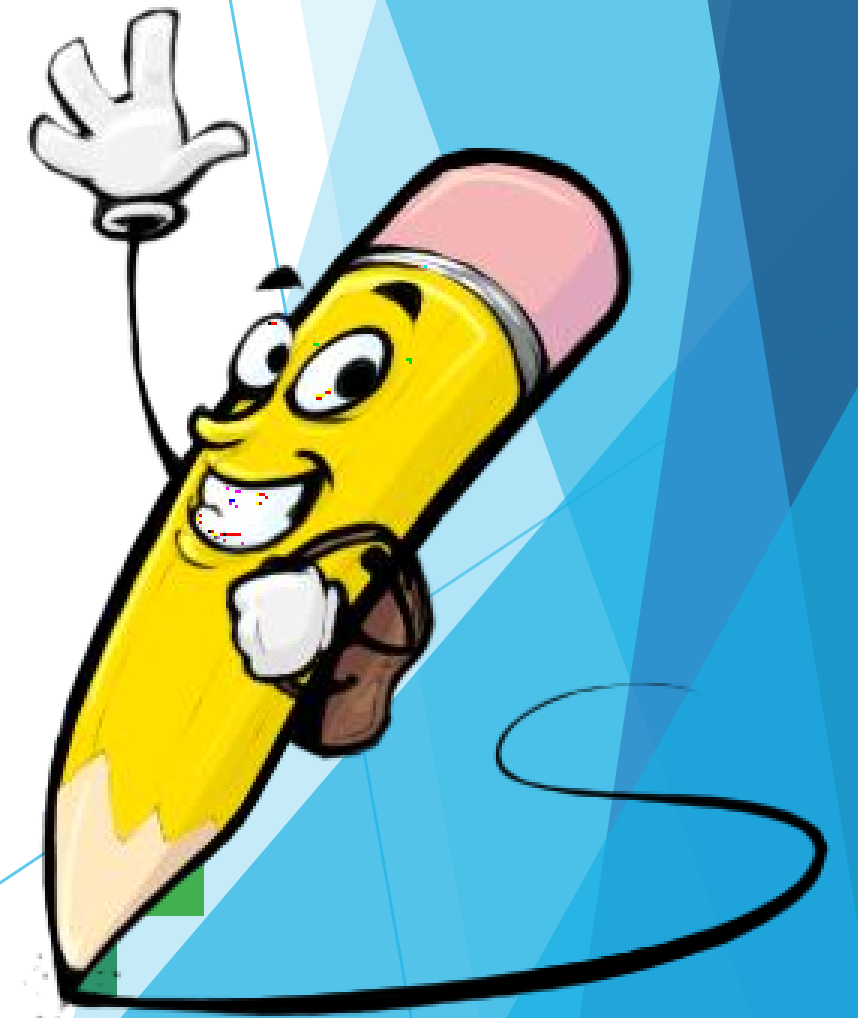


# PROJECT OVERVIEW

## Employees Performance Analysis



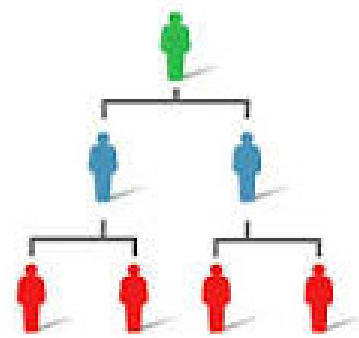
- Analyzing the performance of the employees by considering various Factors like gender, performance score, rating, there achievements.
- In order to identify the trends patterns of different categories of employees



# WHO ARE THE END USERS?



- **EMPLOYEES**



- **ORGANISATION  
S**



- **INDUSTRIES**

# 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.**

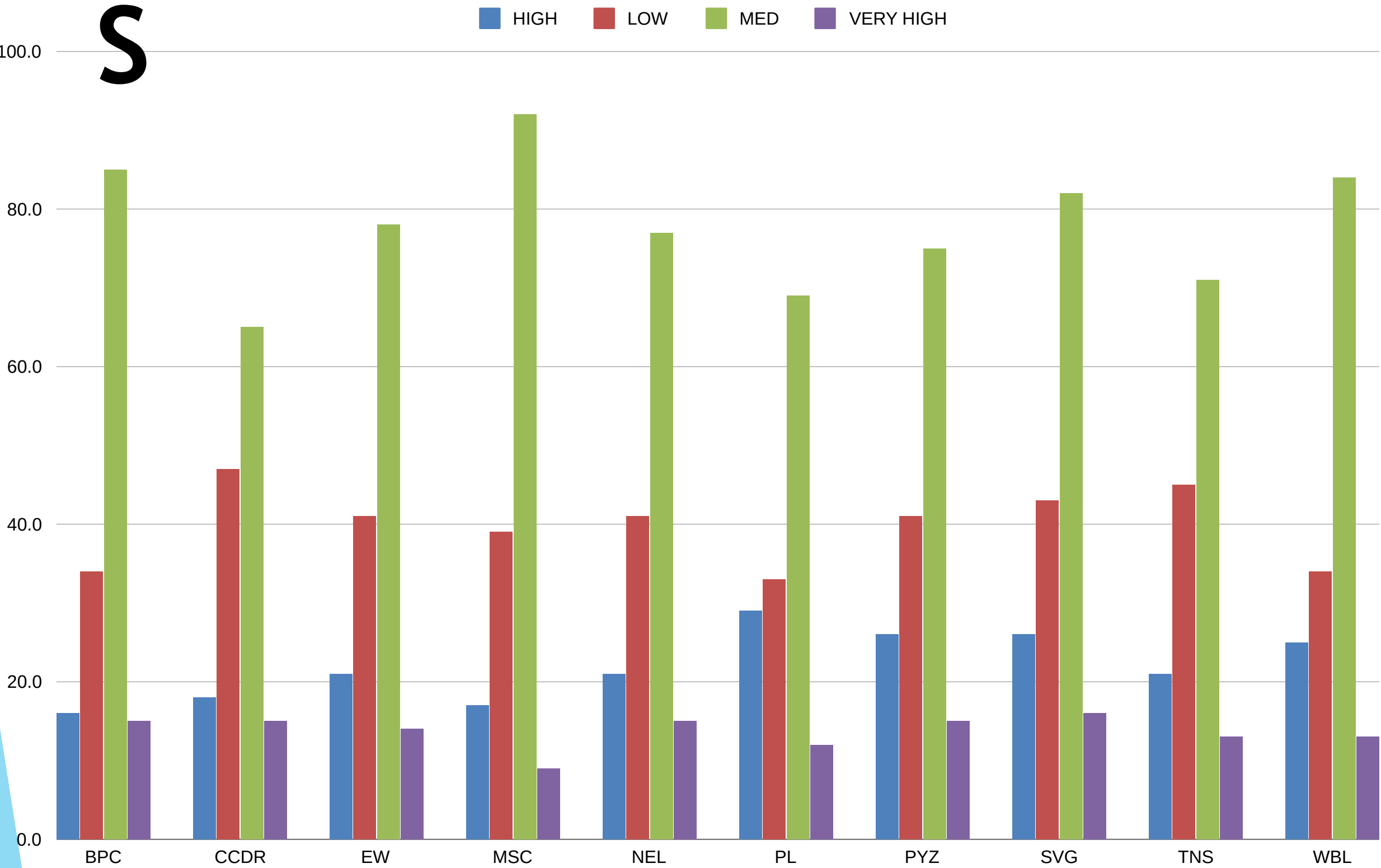
1. Analyzing the performance of the employees by considering various Factors
2. Using gender, performance score, rating, there achievements.

## **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

# RESULT

S



# RESULTS

- This is the result of high performance employees in all departments

# 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.