Employee Data Analysis using Excel

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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

- Employee data analysis is done to identify employee performance, recognize hard work, and offer appropriate incentives or rewards. It helps organizations optimize workforce management, improve retention, boost productivity, and enhance employee satisfaction. By analyzing this data, companies can make better decisions that drive business success and create a more motivated workforce.

PROJECT OVERVIEW

- Employee data analysis is done to identify employee performance, recognize hard work, and offer appropriate incentives or rewards. It helps organizations optimize workforce management, improve retention, boost productivity, and enhance employee satisfaction. By analyzing this data, companies can make better decisions that drive business success and create a more motivated workforce.

WHO ARE THE END USERS?

- HR Departments
- Managers and Team Leaders
- Executives and Senior Leadership
- Compensation and Benefits Team
- Employees

OUR SOLUTION AND ITS VALUE PROPOSITION

- Conditional formatting - Missing values
- Filter - To remove
- Formula - Performance
- Pivot Table - Summary
- Graph - Data visualization

Dataset Description

- Employee - Kaggle
- Total features - 26
- Used features - 9
- Employee ID - number
- First and last name - text
- Performance level - formula
- Gender - text
- Employee rating number - text

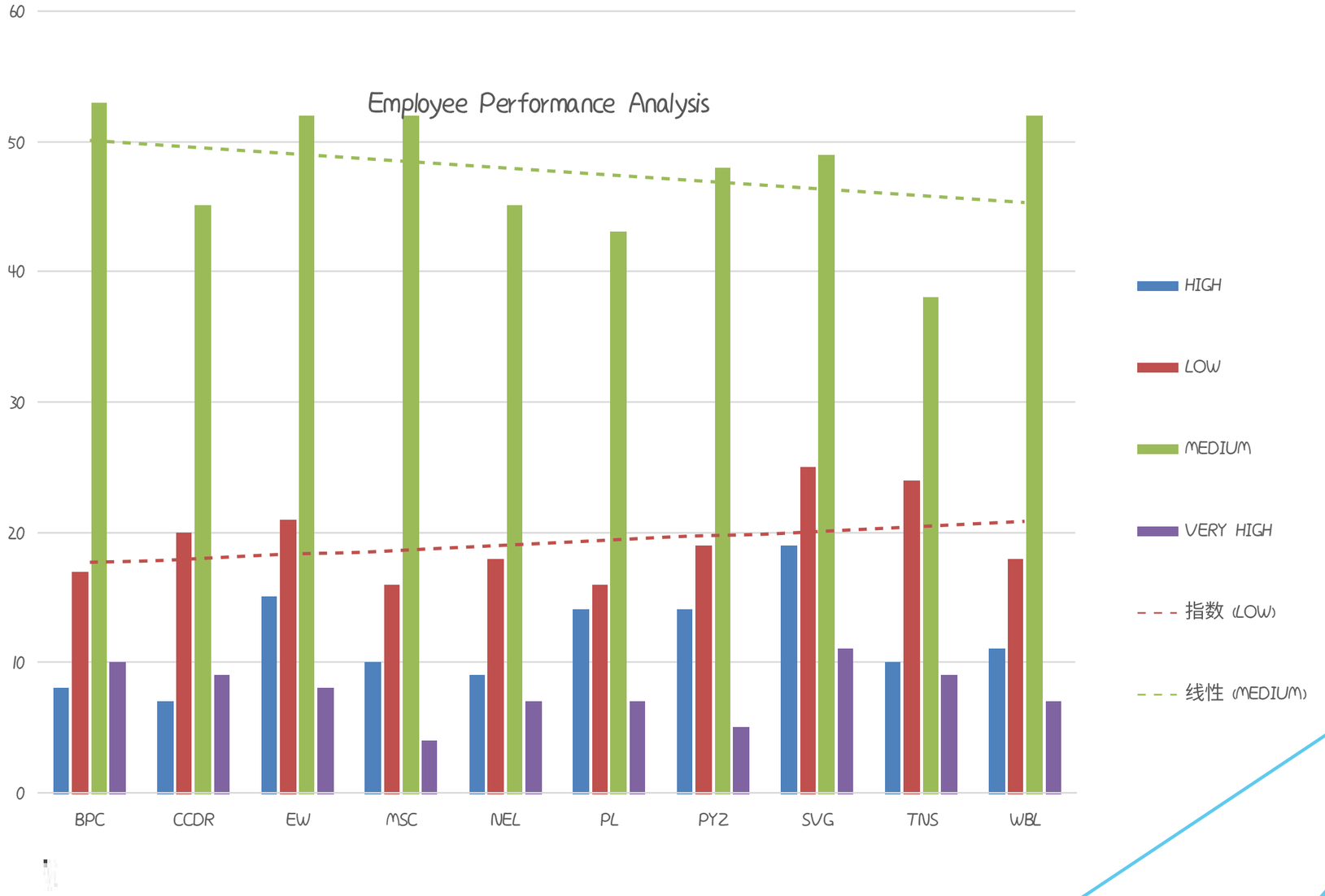
THE "WOW" IN OUR SOLUTION

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

MODELLING

- Data collection - Kaggle
- Technique used - conditional formatting
- Filter
- Pivot table
- Slicer
- Graph

RESULTS


Employee Performance Analysis
60
50
40
30
20
10
0
BPC
CCDR
EW
MSC
NEL
PL
PYZ
SVG
TNS
WBL
HIGH
LOW
MEDIUM
VERY HIGH
指数 (LOW)
线性 (MEDIUM)

Conclusion

The graph shows that most employees across business units fall into the "Medium" performance category. "Low" performance varies by unit, with some having a high proportion of underperformers. "High" performance is less common, while "Very High" performance is rare across all units. This indicates that most employees are performing at an average level, with few excelling. There is significant room for improvement, especially in units with higher low-performing employees. Focusing on development could enhance overall performance.