EMPLOYEE & DEPARTMENT-WISE PERFORMANCE INSIGHTS

◆ Problem Statement

This Excel dashboard presents an interactive analysis of employee and department-wise performance from 2010 to 2024. It helps HR teams and department managers evaluate individual performance, department-wise revenue contributions, and track progress against yearly targets. It also highlights top and bottom performers for performance review and planning.

◆ Visual-wise Questions & Insights

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1. Department Filter with Year & Employee Selection

Question:
How can we analyze performance data for a specific department or employee in a particular year?

Insight:
Using slicers for department, year, and employee name, the dashboard dynamically updates all visuals to show relevant KPIs and charts, allowing targeted analysis.

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2. Revenue vs Target (Gauge Chart)

Question:
How much revenue did a selected employee generate compared to their target?

Insight:
This gauge shows the employee's total revenue for the selected year vs their target. For example, Isaac achieved **78%** of the revenue target in 2018.

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3. Top & Bottom Performers in 2018

Question:
Who were the best and weakest performers in the selected year?

Insight:
Bar charts show the **Top 3** and **Bottom 3** employees based on revenue. In 2018, **George** was the top performer, while **Ethan** was the lowest.

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4. Year-wise Performance Trend (2010–2024)

Question:
How has an employee's performance changed over time?

Insight:
This line + column chart shows yearly performance data of the selected employee from 2010 to 2024, helping spot performance peaks and drops.

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5. Department-wise Revenue in 2018

Question:
Which department contributed the most revenue in a given year?

Insight:
A donut chart displays total revenue per department for the selected year. In 2018, **Finance** contributed the highest revenue, followed by Sales and Operations.

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6. All Employees' Performance (Sorted)

Question:
How do all employees compare to each other in the selected year?

Insight:
This horizontal bar chart compares all employees side-by-side, making it easy to evaluate their relative performance.

📌 Final Conclusion

This dashboard enables a clear and interactive view of employee and department-wise performance across multiple years. It is useful for HR reviews, performance appraisals, departmental planning, and strategic decision-making.

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👤 **Made By**

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