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

The performance of employees plays a crucial role in driving the organization's growth. To foster a positive environment, it is important to appreciate and recognize employees' contributions, which can be achieved through promotions, increments, and continuous motivation. By investing in their development, the organization not only boosts employee morale but also ensures sustained progress and success for all..

PROJECT OVERVIEW

Employee Data Analysis focuses on collecting and interpreting data to improve workforce decision-making.
Key areas include tracking performance, employee growth, and retention.
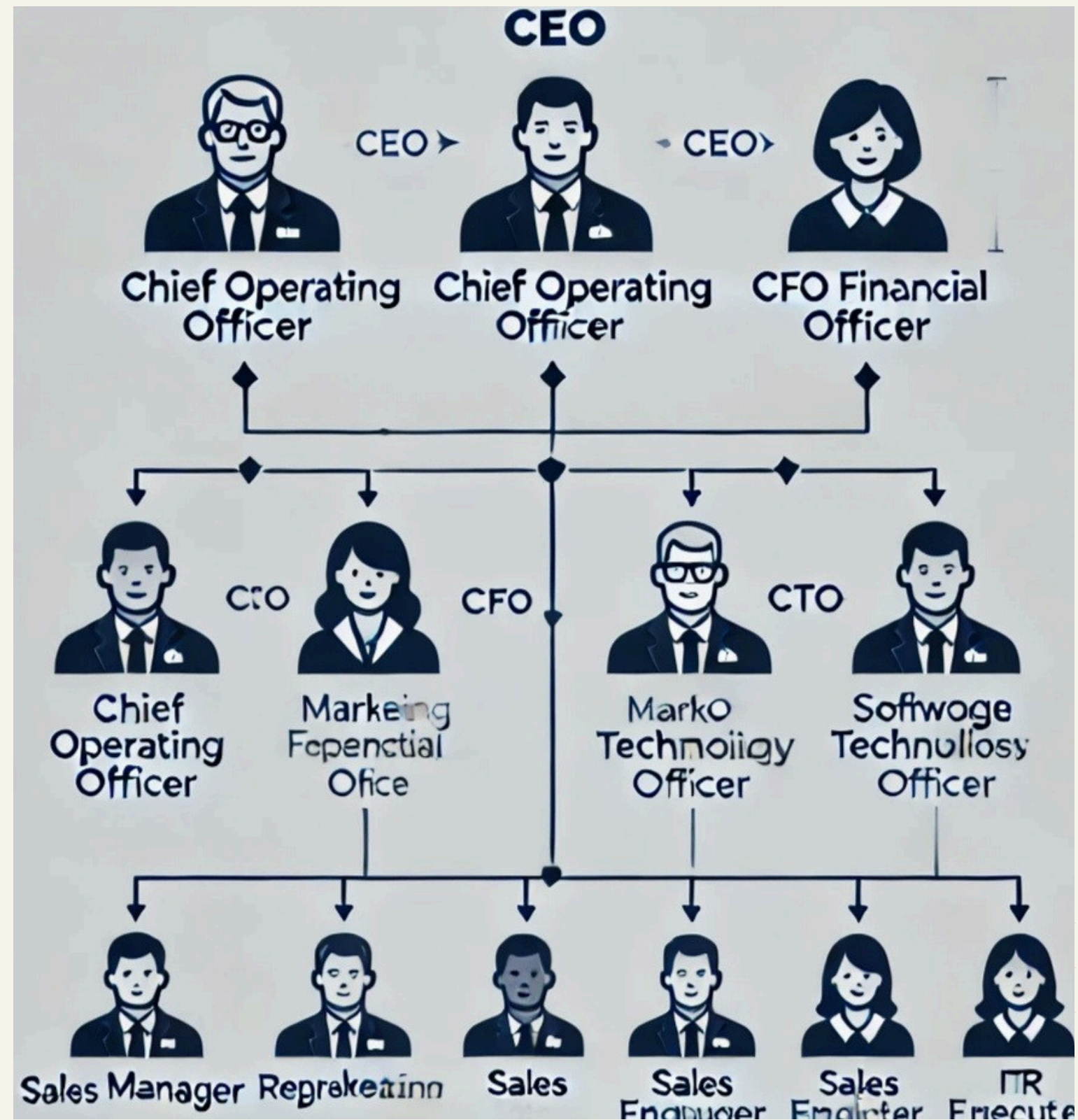
It helps assess compensation, engagement, and satisfaction levels.
This analysis supports better workforce planning and enhances employee motivation.
Ultimately, it aligns individual progress with overall organizational growth.

WHO ARE THE END USERS?

OUR SOLUTION AND ITS VALUE PROPOSITION

Conditional formatting - Missing values
Filter - Filter out missing values
Pivot table - summary of date
Graph - Data visualization

DATASET DESCRIPTION

- **Employee dataset - Kaggle**
- **Features - 26**
- **Considered - 9**
- **Employee I'D - Numerical**
- **First Name - Text**
- **Employee Type**
- **Performance level**
- **Gender - male and female**
- **Employee rating - Numerical**

THE "WOW" IN OUR SOLUTION

```
=IFS(Z8>=5,"VERY
HIGH",Z8>=4,"HIGH", Z8>=3,"MED",
TRUE,"LOW")
```

MODELLING

Data collection
1) Download - gaggle
2) Edunet dashboard - File download
Data cleaning
1) Missing values identification
2) Filter out missing values
Summary
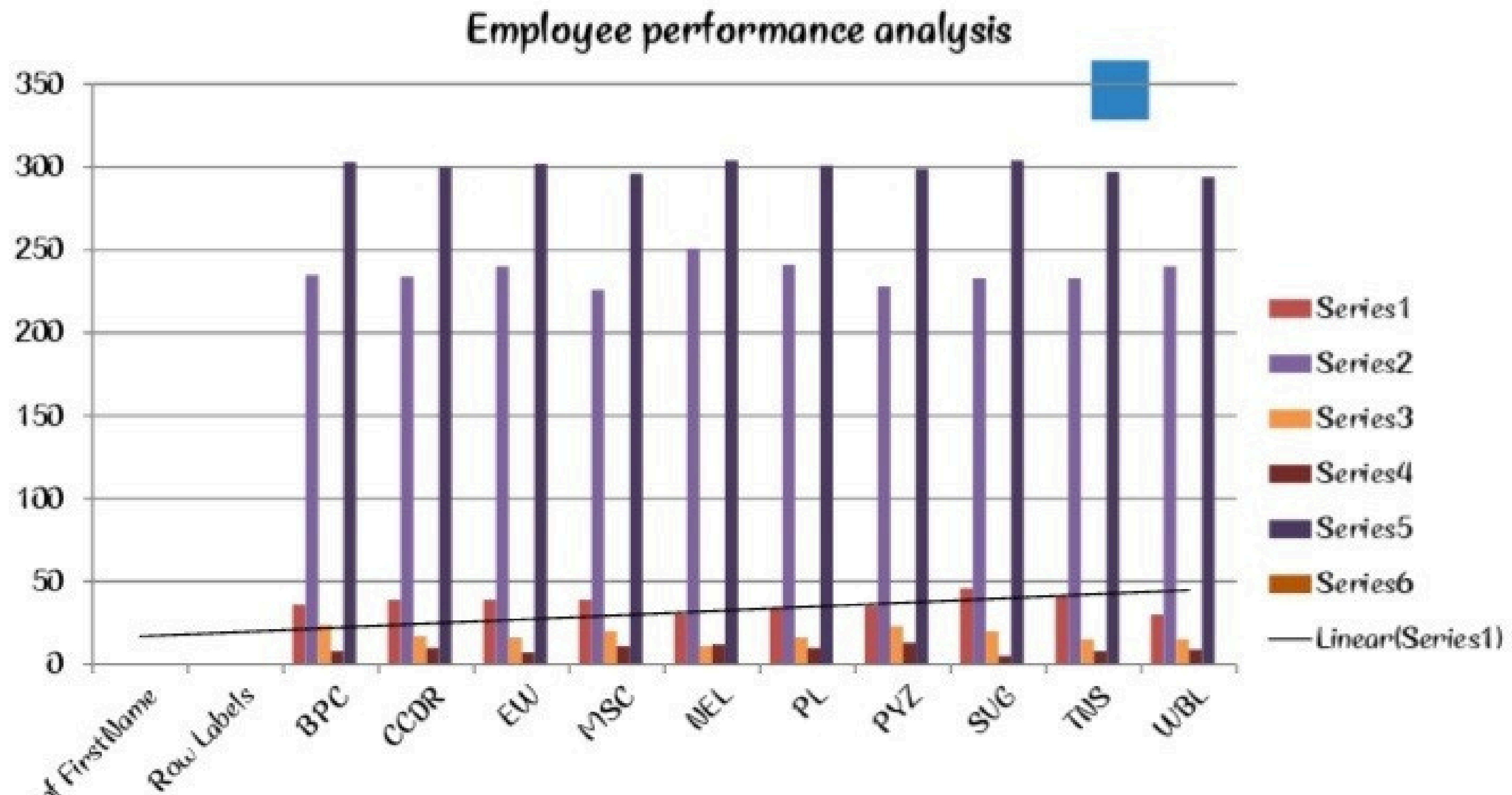**1) Pivot Table - Summary of Data**
Data visualization
1) Graph - Data visualization
(Bar chart)

Features collection
1) Employee I'D
2) First Name
3) Employee Type
4) Performance level
5) Gender - Male and female
6) Employee rating

Employee performance analysis

CONCLUSION

Effective employee data analysis is vital for organizations aiming to balance employee growth with organizational success.

By thoroughly evaluating factors such as performance, appreciation, promotions, and increments, companies can drive motivation and productivity.

This approach not only enhances job satisfaction but also creates a work environment that fosters continuous personal development and aligns with the organization's long-term goals. In conclusion, data-driven strategies empower organizations to support individual and collective growth.