



# ***PROJECT TITLE***

**Employee Performance Analysis using Excel.**



## *EMPLOYEE DATA ANALYSIS USING EXCEL*

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# AGENDA

1. PROBLEM STATEMENT
2. PROJECT OVERVIEW
3. END USEERS
4. OUR SOLUTION AND PROPOSITION
5. DATASET DESCRIPTION
6. MODELLIING APPROACH
7. RESULTS AND DISCUSSION
8. CONCLUSION



## PROBLEM STATEMENT

- Track employee performance rating overtime
- Identify top performers and underperformers
- Analyze performance by department, job role, and other categories
- Visualize trends and correlations in performance data
- Enable filtering and drill-down capabilities for in-depth analysis

## PROJECT OVERVIEW

- *Effective employee performance management is crucial for organizations to achieve their goals and objectives.*
- *This project will involve collecting and cleaning employee performance data, designing and developing an interactive Excel dashboard, and creating a user guide and data dictionary for easy adoption.*

# *WHO ARE THE END USERS ?*

- ❖ HR Managers
- ❖ Department Heads
- ❖ Team Leads
- ❖ Line Managers
- ❖ Talent Management
- ❖ Business Analysts
- ❖ Executives





## *OUR SOLUTION AND ITS VALUE PROPOSITION*

- Conditional formatting – mission
- Filter-Remove
- Formula – performance
- Pivot-summary
- Graph-data visualization

Conditional formatting: Our Excel based Employee performance Analysis Solution utilizes Conditional formatting to provide a clear and intuitive visualization of Employee performance data.

**Filter – Remove:** By incorporating filtering and removal capabilities, our solution empowers HR managers and leaders to efficiently analyze and visualize employee performance data, driving informed decision-making and business success.

**Formula – performance:** By leveraging formulas and performance metrics in Excel, our solution provides a powerful and efficient tool for employee performance analysis enabling HR managers and leaders to make informed decisions and drive business success.



**Pivot- summary:** By leveraging pivot tables and summary reports in Excel, our solution provides a powerful and flexible tool for employee performance analysis, enabling HR managers and leaders to Make informed decisions and drive business success.

**Graph-data visualization:** By leveraging graphs and data visualization in excel our solution provides a powerful and intuitive tool for employee performance analysis, enabling HR managers and leaders to Make informed decisions and drive business success.

## *DATASET DESCRIPTION*

- EMPLOYEE= KAGGLE
- 26-FEATURES
- 9-FEATURES
- EMP ID- NUM
- NAME-TEXT
- NAME-TEXT
- EMP TYPE
- PERFORMANCE LEVEL
- GENDER- MALE FEMALE
- EMPLOYEE RATING-NUM

## *THE “WOW” IN OUR SOLUTION*

1. Performance level: =IFS(Z4>=5,"VERY HIGH",Z4>=4,"HIGH",Z4>=3,"MED",TRUE,"LOW")



# MODELLING

## Data collection

- 1) kaggale
- 2) Search employment performance dataset
- 3) Then download Employment data

## Feature collection

- 1) Feature identify
- 2) colour filled blank values

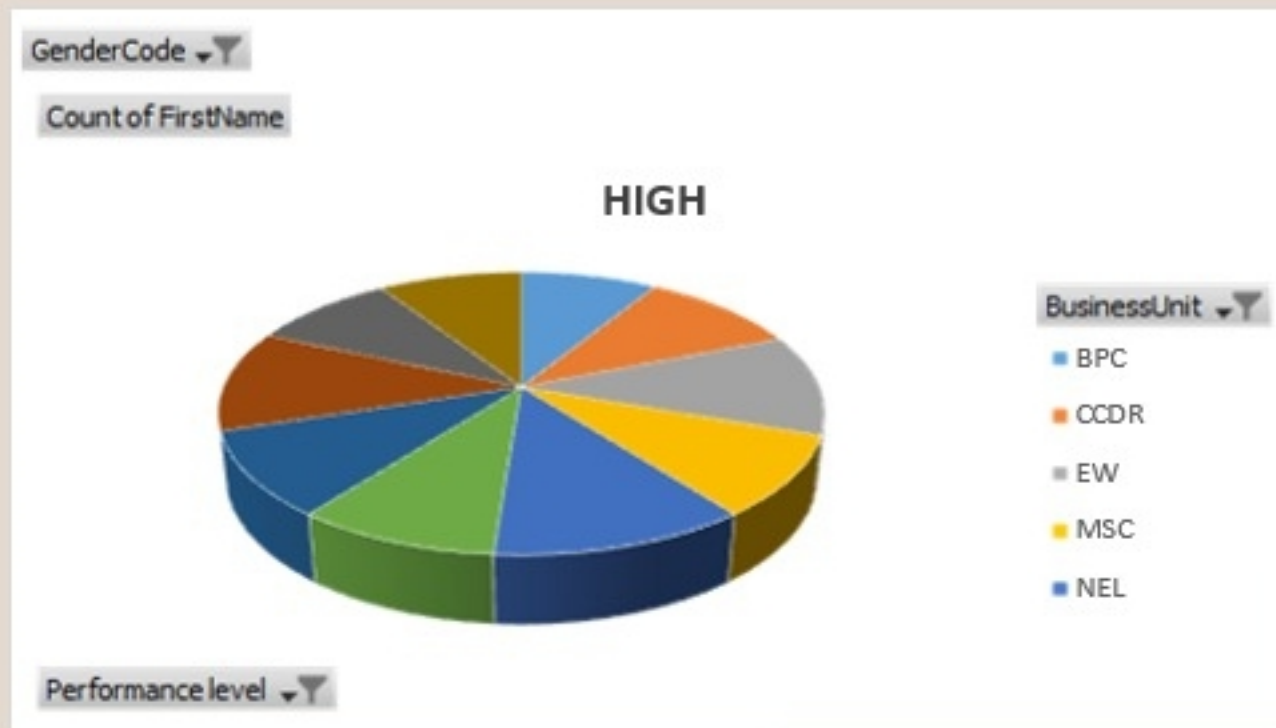
## Data cleaning

- 1) Missing values identify
- 2) Missing values filterout

# RESULT



# RESULT





# CONCLUSION

ANALYZING THE EMPLOYMENT PERFORMANCE DATASET PROVIDES VALUABLE INSIGHTS INTO EMPLOYEE PRODUCTIVITY, EFFICIENCY, AND OVERALL CONTRIBUTION TO ORGANIZATIONAL GOALS.

GRAPHS PLAY A CRUCIAL ROLE IN VISUALIZING THE DATA AND USEFUL FOR COMPARING INDIVIDUAL EMPLOYEE PERFORMANCES

*Thank  
you* 