

# Employee Performance Analysis

NAME : G.V.YOGASHREE

REG NO. : 312209516

DEPARTMENT: Bank management

COLLEGE : Anna Adarsh College for  
women

## AGENDA

- PROBLEM STATEMENT
- PROJECT OVERVIEW
- END USER
- OUR SOLUTION AND PROPOSITION
- DATASET DESCRIPTION
- MODELLING APPROACH
- RESULTS AND DISCUSSION
- CONCLUSION

# MODELLING

## □ Performance level

-Here, we calculate the performance of the employees

-By using a formula we can calculate the performance

-Using IF formula : =IF(Z2>=5,"VERY  
HIGH",Z2>=4,"HIGH", Z2>=3,"M ED ", "TRUE", "LOW")



## □ Pivot table

-After creating the performance level, click on pivot table icon

-In that an application will appear as row, column, fields

-Select the required items and click ok

-Then using the details create a graph

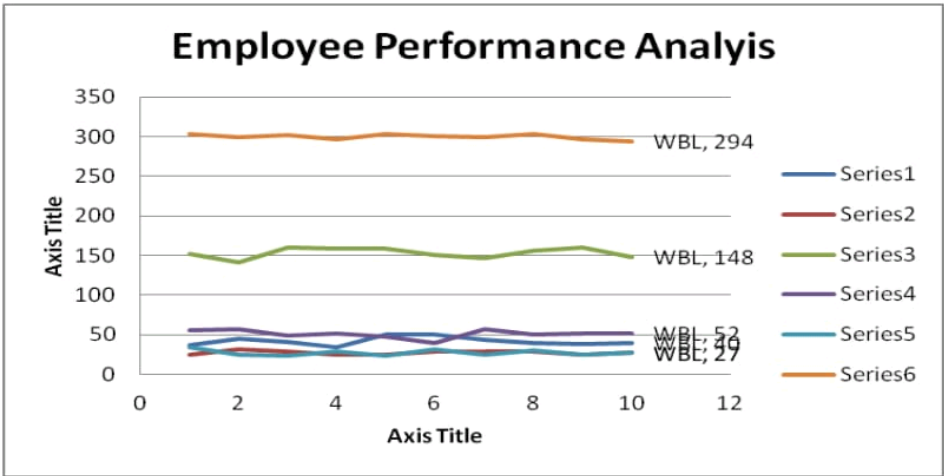
## □ Summary

Using this method, we can know the performance level of the employees through graph.

## CONCLUSION

The employee performance analysis has provided valuable insights into individual and team strengths and weaknesses, aligning performance with organizational goals. By identifying key areas for improvement and implementing targeted development initiatives, the organization can enhance overall productivity, foster employee growth, and make informed decisions about promotions and resource allocation. This analysis not only helps in addressing existing performance issues but also supports a more strategic approach to employee management, ultimately contributing to the organization's long-term success.

# RESULT



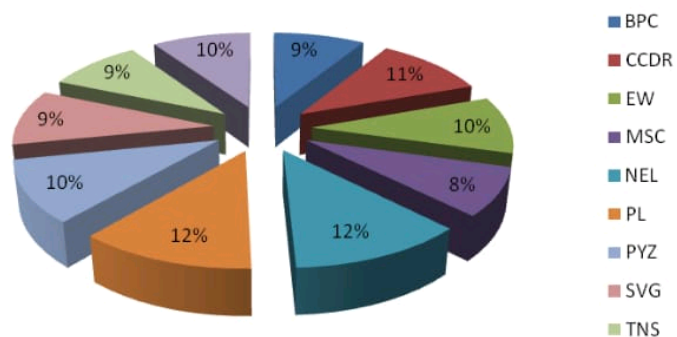


THANK YOU

# MODELLING

□ evaluation

**Employee Performance Analysis**



# MODELLING

- **Data collection**

- Download the employee dataset from Kaggle -

- After the download an Excel sheet will open -

- In that sheet we have employee data details which has 26-features

- **Features collection**

- We are selecting 9-features for our project

- In that features we have, employee id, employee name, employee type, gender, performance level, employee rating

- **Data cleaning**

- In this method, we clear the empty rows or columns in the sheet

- By selecting the empty rows and clear using conditional formatting tool



## THE "WOW" IN OUR SOLUTION

**PERFORMANCE LEVEL** = IF(Z8>=5,"VERY  
HI GH",Z 8>=4," HI GH", Z 8>= 3,"ME D ",TR U E, " LO W")

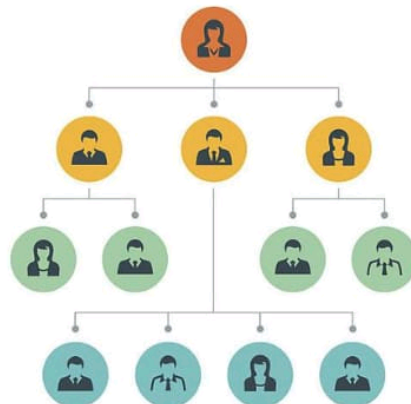
## DATA DESCRIPTION

- Employee dataset from Kaggle
- 26-features  
We selected 9-features
- - Employee ID number
  - Employee name
  - Employee type
  - Performance level
  - Gender
  - Employee rating number

## OUR SOLUTION AND ITS VALUE PROPOSITION

- Conditional formatting-missing
- Filter-remove
- Formula-performance
- Pivot-summary
- Graph-data visualization

# WHO ARE THE END USERS?



## PROJECT OVERVIEW

The project aims to enhance organizational efficiency by analyzing employee performance data to identify strengths, weaknesses, and areas for improvement. It will involve assessing current evaluation methods, gathering comprehensive performance metrics, and aligning these with strategic goals. The goal is to develop actionable insights that drive better decision-making, improve employee development, and optimize overall productivity.

## PROBLEM STATEMENT

- Define the primary goal of the performance analysis, such as improving overall productivity, identifying high and low performers, or aligning performance with organizational goals. Mention any negative impacts these challenges have on the
- organization, such as decreased employee morale, higher turnover rates, or missed business objectives.
- Address issues related to the collection and quality of performance data, including whether data is outdated, incomplete, or biased.
- Highlight issues related to employee engagement and how performance analysis could address these concerns. Explain if and how current performance metrics align with the
- organization's strategic goals and objectives.

PROJECT TITLE

Employee Performance Analysis  
using Excel