

EXCEL

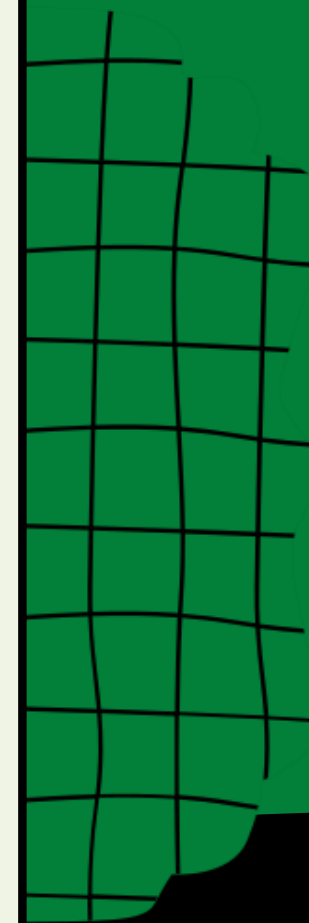
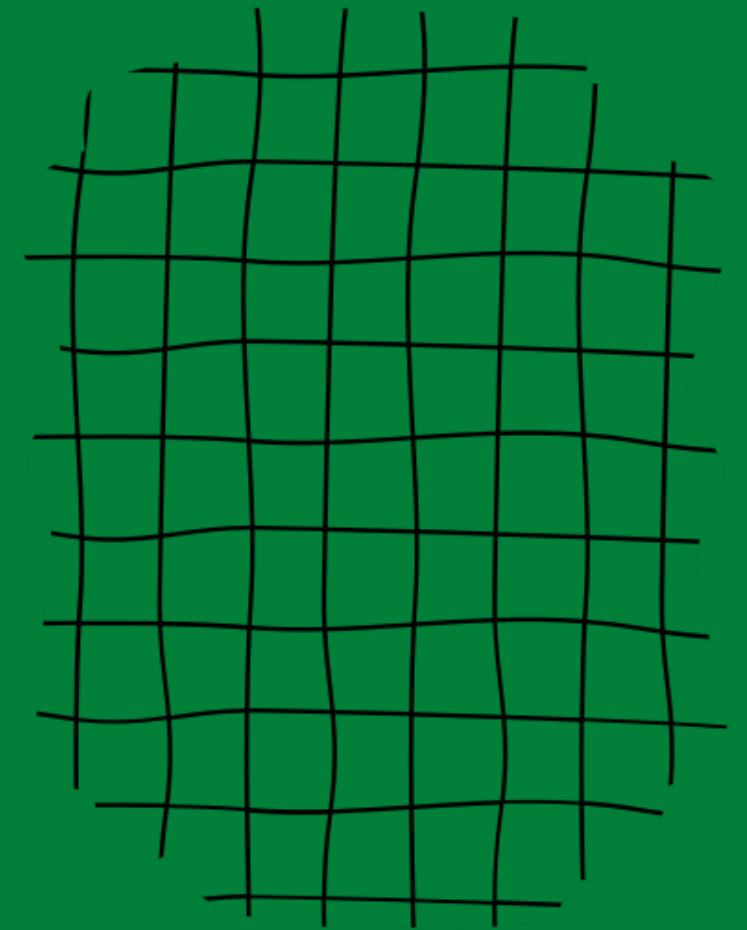
This project focuses on analyzing and visualizing HR data to gain valuable insights into employee performance, and other key HR metrics. By using various data transformation techniques and creating meaningful visualizations, the project aims to highlight trends and patterns that support better decision-making and strategic workforce management

Cleaning

Transformation

Visualization

Insights



The Data

المسلسل	الرقم الوظيفي	اسم الموظف	الوظيفة	القسم	الموقع	تاريخ التعيين	تاريخ الميلاد	المؤهل الدراسي	الراتب	PER 2019	PER 2020
5	27375	أحمد سمير	Sales Manager	Sales	القاهرة	8/3/2000 0:00	3/1/1980 0:00	بكالوريوس	35000	89%	52%
10	30377	هدي محمد	Sales rep.	Sales	الاسكندرية	7/3/2010 0:00	12/13/1969 0:00	دبلوم	17456	87%	97%
11	29369	أشرف أحمد	Sales rep.	Sales	الاسكندرية	11/18/2015 0:00	11/13/1978 0:00	دبلوم	7943	75%	70%
16	27142	تامر خالد	Sales rep.	Sales	الاسكندرية	5/25/2011 0:00	6/18/1971 0:00	دبلوم	16613	84%	42%
17	27650	حازم أحمد	Sales rep.	Sales	الاسكندرية	7/2/2011 0:00	12/5/1979 0:00	دبلوم	6329	81%	71%
18	25906	يوسف أحمد	Sales rep.	Sales	القاهرة	8/12/2013 0:00	3/19/1981 0:00	دبلوم	17215	80%	87%
19	26439	أحمد فريد	Sales rep.	Sales	طنطا	9/23/2014 0:00	1/10/1969 0:00	دبلوم	4799	86%	64%
20	26438	نورمان أحمد	Sales rep.	Sales	طنطا	10/11/2014 0:00	1/7/1969 0:00	دبلوم	18547	82%	65%

PER



Performance Evaluation Report

Data Cleaning

- Remove Duplicated Rows

- Fill null values

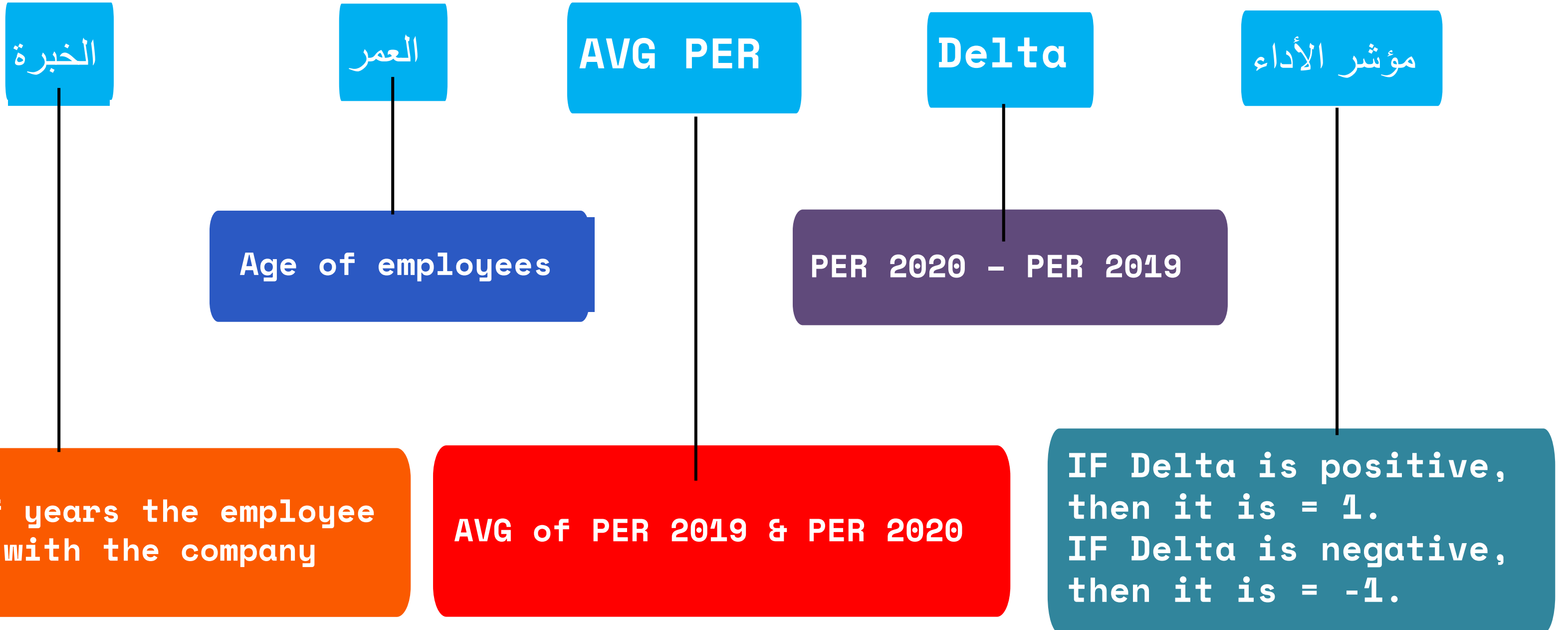
Data Transformation

- Append all sheets into one sheet by Power query



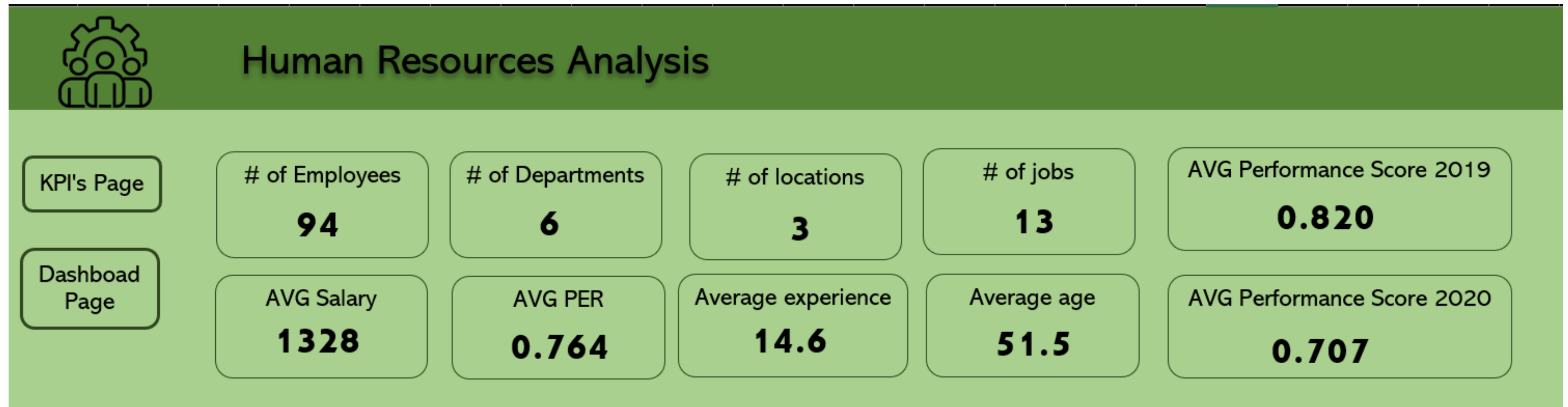
Data Transformation

- Calculated five columns



Data Visualization & Insights

Important KPI's

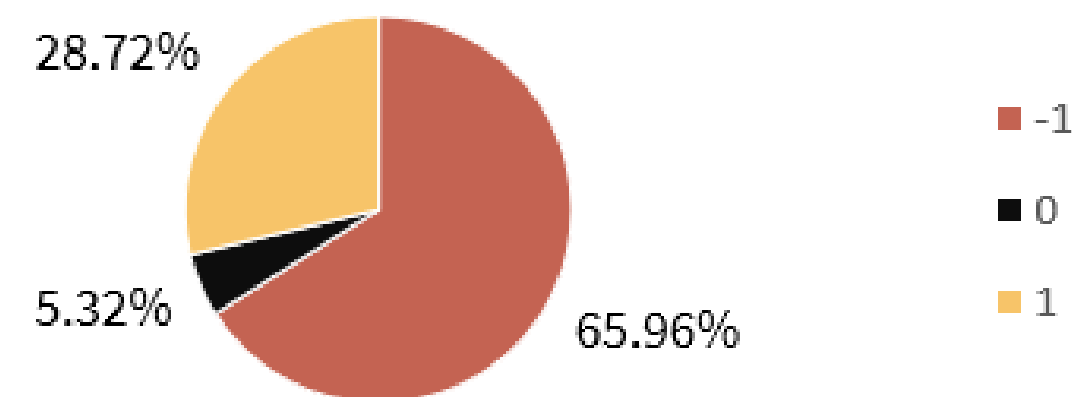


Data Visualization & Insights

1

مؤشر الأداء	# employees
-1	65.96%
0	5.32%
1	28.72%

Performance of employees



we can observe from this chart that more than 60% of the employees have shown a decline in their performance!

This could be due to technological advancements that they couldn't keep up with, or because the financial compensation is no longer sufficient for them.

This is a very serious issue!

Data Visualization & Insights

1

If we dig deeper into the problem, we'll find that the highest drop in performance is within the sales team in Alexandria.

مؤشر الأداء	Sum of مؤشر الأداء
الاسكندرية	
Finance	-2
HR	-6
IT	-3
Marketing	-3
Sales	-11
القاهرة	
Finance	-2
HR	-1
IT	1
Marketing	1
Sales	-3
طنطا	
Finance	0
HR	-3
IT	0
Marketing	-1
Sales	-2



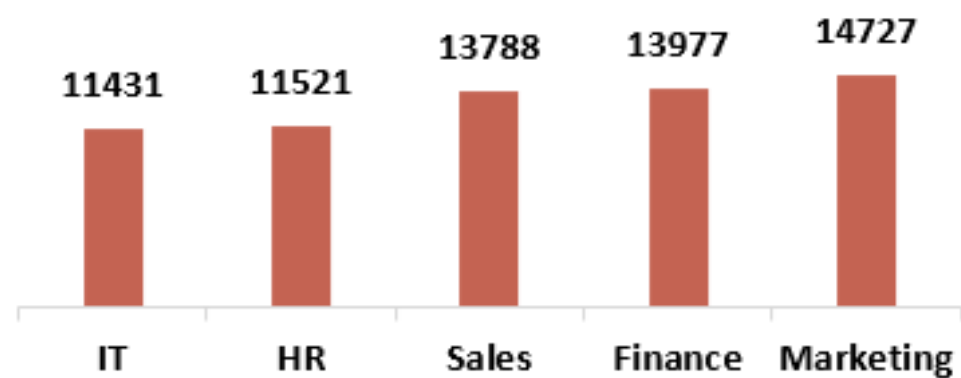
Data Visualization & Insights

2

There is something else strange - the lowest average salary is in the IT department!
This could be due to the lack of experience within the IT team, or perhaps because they're not playing a significant role in the company.

Departm	Average of Salry
IT	11431
HR	11521
Sales	13788
Finance	13977
Marketing	14727

AVG Salary by department



Data Visualization & Insights

3

We can see a huge gap in salaries between those who hold a Master's degree and those with a diploma or a bachelor's degree.

