

# Employee Data Analysis using Excel



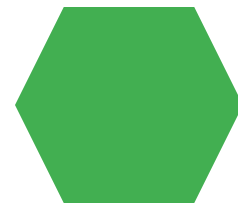
STUDENT NAME: K.Priya Darshini

REGISTER NO: 312200267

DEPARTMENT: B.com ACCOUNTING&FINANCE(3RD YEAR)

COLLEGE: S.I.V.E.T COLLEGE

NAAN MUDHALVAN : asunm103unm103312200267



**PROJECT**

**TITLE**

# **Employee Performance Analysis using Excel**

# AGEND

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5. Dataset Description
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# PROBLEM STATEMENT

"Given a dataset containing employee information, including salary, the objective is to analyze the data to identify trends, disparities, and key factors influencing employee compensation. The goal is to provide actionable insights that can help in optimizing salary structures, ensuring fair compensation practices, and supporting strategic decision-making in HR management."



# PROJECT OVERVIEW

- The objective of this project is to organize, analyze, and visualize employee data, including salary details, to support decision-making processes regarding compensation, workforce planning, and performance management



# WHO ARE THE END USERS?

- Human Resource (HR) Department
- Finance Department
- Top Management and Executives
- Department Management and Supervisors
- Auditors (Internal & External)
- Employees (Limited Access)

# OUR SOLUTION AND ITS VALUE

## PROPOSITION OUR SOLUTION :

Our solution provides a comprehensive Excel-based tool for managing and analyzing employee salary data. It is designed to streamline payroll processes, ensure data accuracy, and enhance strategic decision-making.

## VALUE PROPOSITION :

- Efficiency and time savings
- Cost effective solution
- Data driven decision making
- Enhanced transparency and compliance
- Improved employee satisfaction

# Dataset Description

When describing employee salary data in an Excel sheet, it's important to provide clear labels and consistent formatting to make the data easy to understand and analyze. Here's a typical structure and description of what each column might represent:

## **Employee ID**

Description: A unique identifier assigned to each employee.

## **Name**

Description: The first name of the employee.

## **Department**

Description: The department where the employee works.

## **Salary**

Description: The annual salary of the employee.

## **Gender**

Description: The gender of the employee (if applicable).

## **Location**

Description: The geographical location where the employee is based.



# THE "WOW" IN OUR SOLUTION

## Conditional Formatting

Visual cues like color coding to highlight key metrics, anomalies, or critical issues, such as employees nearing salary caps.

**Tools:** Conditional Formatting

**Wow Factor:** Makes it easy to spot trends and outliers

at a glance



# MODELLIN

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### **Pie Charts:**

To show the proportion of total compensation across different departments or roles.

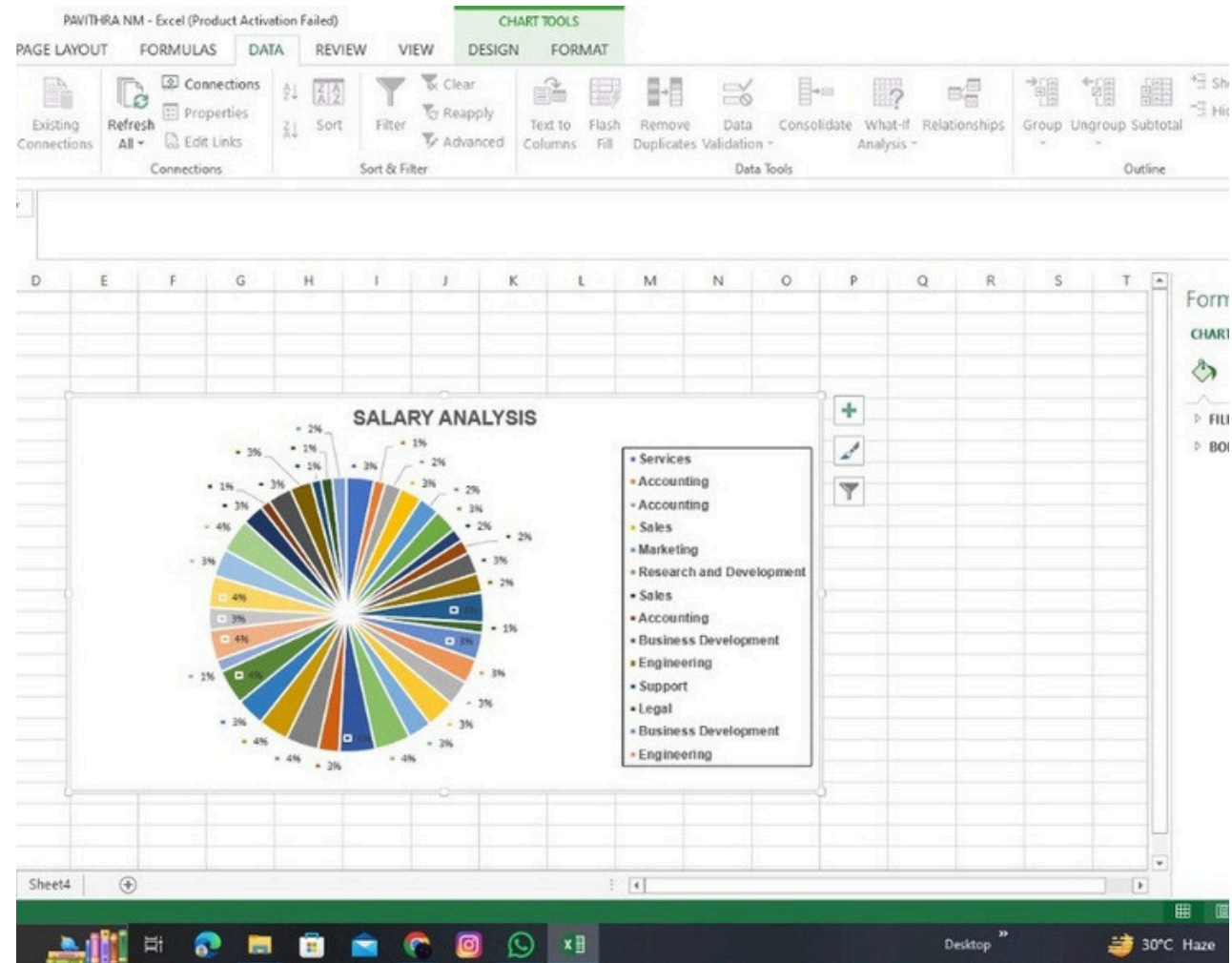
### **Conditional Formatting:**

Apply conditional formatting to highlight certain salary ranges or discrepancies.

### **Pivot Table:**

- 1) Go to Insert > PivotTable.
- 2) Choose the data range and where you want the PivotTable to be placed.
- 3) Drag fields into Rows, Columns, and Values areas to analyze data.

# RESULTS



PAVITHRA NM - Excel (Product Activation Failed)

PAGE LAYOUT FORMULAS DATA REVIEW VIEW DESIGN

Connections Refresh All Edit Links Sort Filter Reapply Advanced Text to Columns Flash Fill Remove Duplicates Validation Consolidate What-If Analysis Relationships Group Ungroup Subtotal Outline

36547.58

Gender	Department	Salary	Employee Type	Work Location
Male	Services	30000.09	Permanent	Seattle, USA
Male	Accounting	36547.58	Permanent	Remote
Male	Accounting	52963.65	Permanent	Columbus, USA
Male	Sales	68880.4	Permanent	Columbus, USA
Male	Marketing	65699.62	Permanent	Columbus, USA
Male	Research and Development	74279.01	Permanent	Wellington, New Zealand
Female	Sales	41934.71	Permanent	Remote
Female	Accounting	44845.23	Permanent	Seattle, USA
Female	Business Development	65932.85	Permanent	Columbus, USA
Male	Engineering	61624.77	Fixed Term	Hyderabad, India
Male	Support	95017.1	Fixed Term	Seattle, USA
Female	Legal	32496.88	Temporary	Remote
Male	Business Development	95916.61	Permanent	Columbus, USA
Male	Engineering	79443.78	Fixed Term	Hyderabad, India
Male	Business Development	80519.42	Permanent	Auckland, New Zealand
Male	Business Development	90994.52	Permanent	Columbus, USA
Female	Legal	75733.74	Permanent	Hyderabad, India
Male	Engineering	116405.93	Temporary	Wellington, New Zealand
Male	Legal	102747.56	Temporary	Columbus, USA
Male	Accounting	67633.85	Permanent	Columbus, USA
Male	Product Management	104235.04	Permanent	Columbus, USA
Female	Research and Development	96595.53	Temporary	Hyderabad, India
Male	Legal	99026.77	Permanent	Remote
Female	Legal	11843.04	Permanent	Wellington, New Zealand
Female	Product Management	38438.24	Permanent	Chennai, India
Male	Sales	36753.78	Permanent	Auckland, New Zealand
Female	Business Development	70649.46	Permanent	Hyderabad, India
Female	Training	10187.36	Fixed Term	Columbus, USA
Female	Support	98034.67	Permanent	Remote
Male	Product Management	106775.14	Fixed Term	Hyderabad, India
Female	Marketing	60000.55	Permanent	Auckland, New Zealand
Male	Marketing	31186.57	Fixed Term	Remote
Female	Support	75974.99	Permanent	Remote
Female	Business Development	68000.62	Permanent	Remote
Female	Legal	31842.51	Fixed Term	Remote
Female	Human Resources	35943.62	Permanent	Columbus, USA
Female	Research and Development	44447.26	Permanent	Seattle, USA

Sheet4

Desktop 30°C Haze





# conclusion

Using Excel tools for analyzing employee salary data provides a clear overview of compensation patterns and discrepancies. Features such as PivotTables, charts, and conditional formatting help in summarizing, visualizing, and identifying trends or outliers effectively, leading to informed decision-making.