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
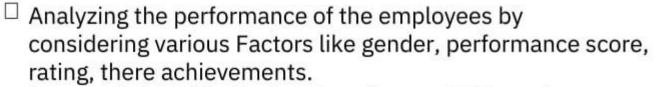8. Conclusion

PROBLEM STATEMENT

- Performance reviews can help employees understand where they stand on their goals and how to improve. This can help them learn their strengths and where to focus their development efforts.

- Performance evaluations can help managers and employees communicate better, and can give managers an opportunity to get feedback from employees.

- By measuring employee performance, companies can gain insight into how their people strategy and culture affect engagement and performance. This can help companies understand how they are currently doing and make improvements.
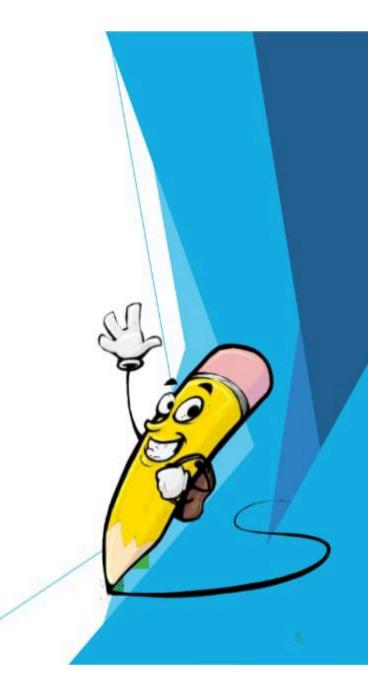
PROJECT OVERVIEW

Employees Performance Analysis

☐ Analyzing the performance of the employees by considering various Factors like gender, performance score, rating, there achievements.
In order to identify the trends patterns of different
☐

categories of employees

WHO ARE THE END USERS?

☐ EMPLOYEES

☐ ORGANISATIONS

☐ INDUSTRIES

OUR SOLUTION AND ITS VALUE PROPOSITION

- **Conditional Formatting** : for finding the missing values
- **Filter** : to remove the missing cells
- **Formula** : to analyze performance of the employees
- **Pivot table** : summary of the employees pe r form a n ce s
- **Graph** : Data Visualization

<u>Dataset Description</u>

Employee data set Downloaded from Kaggle

Total features : 26
Features used : 9

- Employee id – numerical value

- Employee first name – text format

- Employee last name – text format

- Employee type

- Employee performance level

- Gender – male, female

- Employee rating – numerical value

- Employee performance analysis

- Employee unit – text format

THE "WOW" IN OUR SOLUTION

Formula for performance level

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

MODELLING

Data collection

1) Download data set from Kaggle
2) Select data's for performance analysis
3) Performance analysis is used for identify the performance level

Feature collection

1) There are 26 features
2) I used only 9 features

Data cleaning

1) First we identify the missing values
2) Filter the missing values

Performance level

1) Find the performance level

2) Using formula for categorise the levels

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

Summary

1)Analyzing the performance of the employees by considering various Factors

2)Using gender, performance score, rating, there achievements.

Visualization

1   Using the features of graph and pivot table to calculate the performance analysis

)   Also using the pie chart to categorise the department wise performance analysis

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