Employee Data Analysis using Excel

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PROJECT TITLE

EMPLOYEE PERFORMANCE BASED ON JOB LEVEL AND WORK LIFE BALANCE ANALYSIS.

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

Analyze Data in Excel empowers you to understand your data through natural language queries that allow you to ask questions about your data without having to write complicated formulas. In addition, Analyze Data provides high-level visual summaries, trends, and patterns.
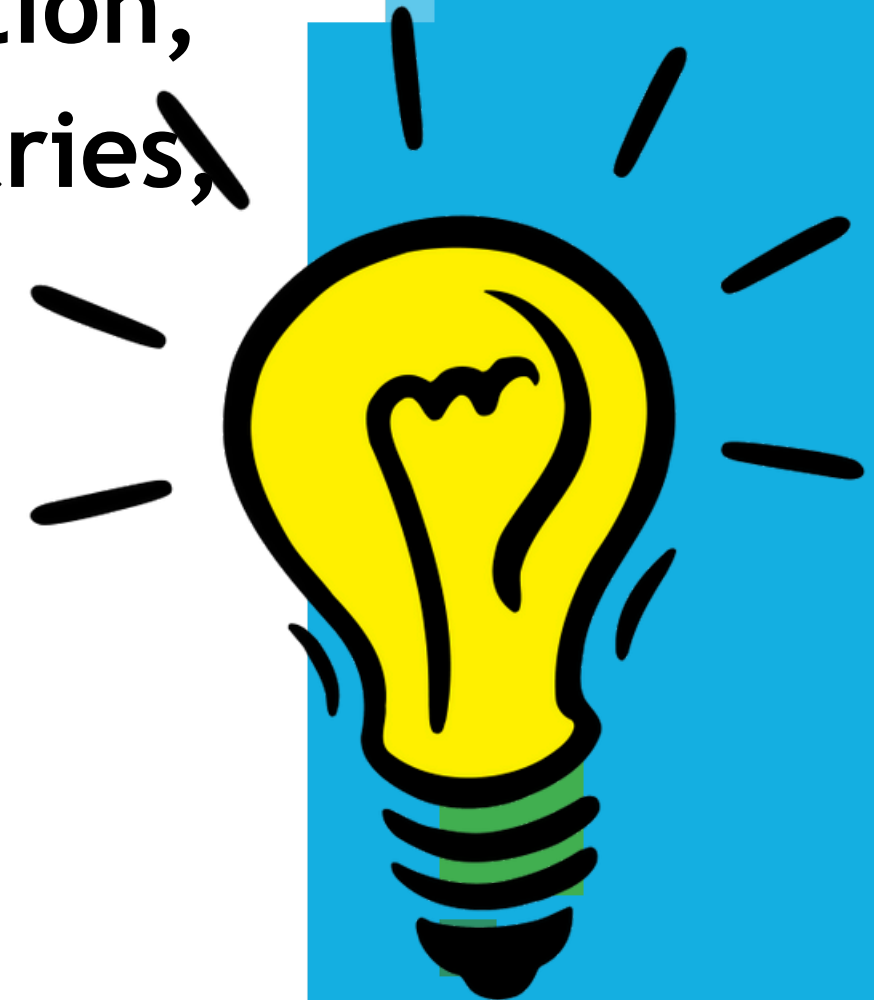
PROJECT OVERVIEW

An employee performance review summary is a brief overview of an employee's performance, strengths, and areas for improvement. It should include a brief explanation of what the employee does well and what they could improve, along with advice on how to improve.

Performance Appraisal

[par-'for-man(t)s ə-'prā-zəl]

The regular review of an employee's job performance and overall contribution to a company.

Investopedia

WHO ARE THE END USERS?

- HUMAN RESOURCE DEPARTMENTS
- MANAGEMENT AND LEADERSHIP
- TEAM LEADERS AND SUPERVISORS
- EMPLOYEES
- EXECUTIVE LEADERSHIP
- BUSINESS ANALYSTS
- RECRUITERS

OUR SOLUTION AND ITS VALUE PROPOSITION

FILTERING - REMOVEVALUES
PIVOT TABLE - SUMMARY OF
WORK LIFE BALANCE ANALYSIS
FLOW DIAGRAM - FINAL REPORT

Dataset Description

EMPLOYEE DATA SET- KAGGLE

● 20 FEATURES IN EXCEL:

EMPLOYEE ID- ALPHANUMERIC(TEXT)

NAME- ALPHABETICAL(TEXT)

AGE-NUMERICAL(TEXT)

GENDER- ALPHABETICAL(TEXT)

MONTHLY INCOME -NUMERICAL(TEXT)

JOB ROLE - ALPHABETICAL(TEXT)

WORK-LIFE BALANCE -ALPHABETICAL(TEXT)

JOB SATISFACTION-ALPHABETICAL(TEXT)

PERFORMANCE RATING- ALPHABETICAL(TEXT)

NUMBER OF PROMOTIONS - ALPHANUMERICAL (TEXT)

DISTANCE FROM HOME - ALPHABETICAL(TEXT)

EDUCATIONAL LEVEL - ALPHABETICAL(TEXT)

MARITUAL STATUS - ALPHABETICAL(TEXT)

JOB LEVEL - ALPHABETICAL(TEXT)

COMPANY SIZE-ALPHABETICAL(TEXT)

COMPANY TENURE - ALPHABETICAL(TEXT)

REMOTE WORK - ALPHABETICAL(TEXT)

LEADERSHIP OPPORTUNITIES - ALPHABETICAL(TEXT)

INNOVATION OPPORTUNITIES- ALPHABETICAL(TEXT)

COMPANY REPUTATION - ALPHABETICAL(TEXT)

EMPLOYEE RECOGINITION - ALPHABETICAL (TEXT).

3 FEATURES USED:

SUM OF COMPANY TENURE - NUMERICAL(TEXT)

JOB LEVEL - ALPHABETICAL(TEXT)

WORK-IN BALANCE - ALPHABETICAL(TEXT)

THE "WOW" IN OUR SOLUTION

Empirical results demonstrate that work-life balance positively influences jobsatisfaction and performance. Our empirical findings also revealed that jobsatisfaction partially mediates the relationship between work-life balance and job performance.

MODELLING

● STEP-1 THE EMPLOYEE DATASET HAVE BE DOWNLOADED FROM KAGGLE WEBSITE.

● STEP-2 OPEN THE EMPLOYEE DATASET IN THIS EXCEL.

● STEP-3 FILTER FTP FROMAT ORDER.

● STEP-4 SELECT THE ENTIRE DATA AND CLICK ON INSERT AND CLICK ON PIVOT TABLE TO CREATE PIVOT TABLE.

- STEP-5 DRAG THE NEED END DATA AND CREATE A PIVOT TABLE.
- STEP-6 SELECT THE PIVOT TABLE AND CLICK ON INSERT.
- STEP-7 NOW CLICK ON THE CHART THAT YOU WANT.
- STEP-8 THE CHART IS CREATED.

RESULTS

1. TABLE

SUM of Company Tenure	Job Level			
Work-Life Balance	Entry	Mid	Senior	Grand Total
Excellent	197	262		459
Fair	816	576	439	1831
Good	482	518	489	1489
Poor	183	278		461
Grand Total	1678	1634	928	4240

2.BAR DIAGRAM

Conclusion

The service sector, especially thebanking sector, has issues relatedtowork-life balance.Given its importance, we collected datafromthe local privatebanks on the different aspects of work-lifebalance. We foundthatwork-life balance promotes jobsatisfaction andpsychological well-being. Andjobsatisfaction and psychological well-beingare precursors ofjob performance.Psychological well-being mediateswork-life balance andjob performance.