



# EMPLOYEE DATA ANALYSIS USING EXCEL

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# **PROJECT TITLE :**

- **Employee incentive analysis using Excel.**

# **AGENDA:**

- **Problem statement.**
- **Project overview.**
- **End users.**
- **Our solution and proposition.**
- **Dataset description.**
- **Modelling approach.**
- **Results and discussion.**
- **Conclusion.**

# **PROJECT STATEMENT**

- *The aim of this thesis is to analysis the level of employee satisfaction and work motivation.*
- *It also deals with the employee growth and company growth.*
- *To show employee incentives based on the work factor.*

# **PROJECT OVERVIEW**

- **Employee incentives and benefits encompass the various rewards, perks, and advantages offered to employees addition to their regular salary or wages. Incentives ca improve employee performance by providing tangible rewards or recognition for achieving specific goals or milestones. They create a sense of purpose and motivate among employees, driving them to put in extra effort t accomplish tasks and exceed expectations. This project overall view is to have analysis about employee incentives.**

# **WHO ARE THE END USERS?**

- **The persons who got benefit by this employee incentive analysis project are:**
- **Managers in the organisation.**
- **Employees.**
- **Employers.**

# **OUR SOLUTION AND ITS VALUE PROPOSITION**

- **The tools which are used to make this employee incentive analysis project are:**
- **Conditional formatting-** to find out missing value.
- **Filter-remove.**
- **Formula-** to find out the incentive calculation.
- **Pivot-to summary.**
- **Graph-to data visualization.**

# **DATASET DESCRIPTION**

- **EMPLOYEE INCENTIVE DATABASE-KAGGLE**
- **14-FEATURES**
- **9-FEATURES**
- **Employee id-text format.**
- **Calls attended.**
- **AHT score.**
- **Hales.**
- **Quality.**
- **Client escalation.**
- **Eligibility.**
- **Pay out amount %.**
- **Max pay out.**



# **MODELLING**

## **DATA COLLECTION:**

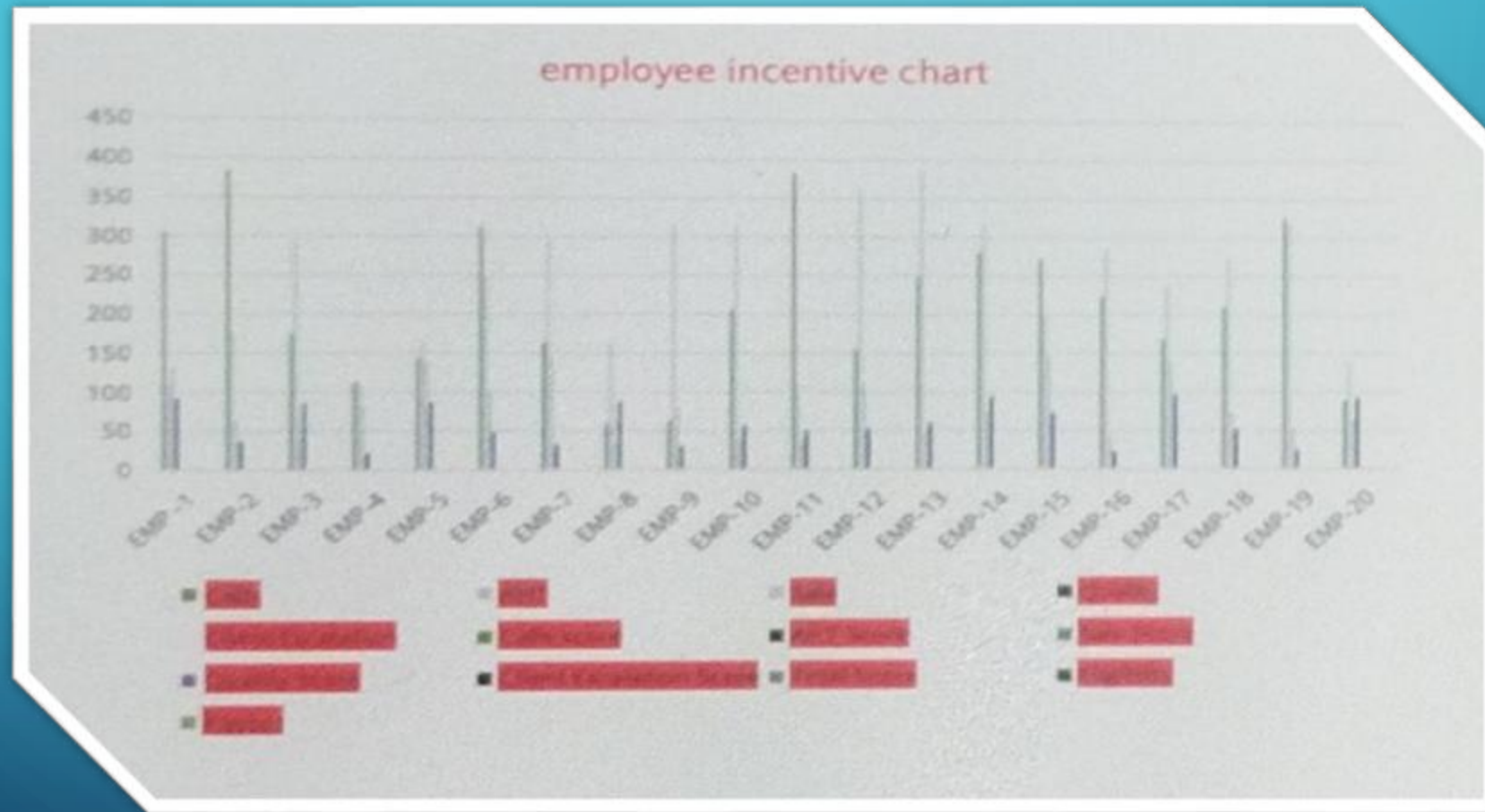
- **Data sheet tab is the main sheet tab in Incentive analysis because all the important calculations to calculate the final pay out of employee are available in this sheet tab.**

- **In this sheet tab there 2 sections – Input data and Formulas.**

# FEATURES COLLECTION

- **Input data has the headers' colour dark blue. In this section employee level information like – EMP Name, A (absent count for the month), Calls, AHT, Sale, Quality and Client Escalation to be entered manually.**
- **Formulas has the headers' colour sky blue. In this section employee level information like- Calls Score, AHT Score, Score, Quality Score and Client Escalation score, Total e. Eligibility(on the base of absent count) and Pay out will be calculated automatically on the base of input data and weightages.**

# RESULT



# **CONCLUSION**

- **In this project we have analysed about the employees incentive percentage based on the working performance and skills.**