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

In today's competitive business environment, organizations are constantly striving to maximize productivity and improve employee performance. To achieve this, it is crucial for managers and hr departments to have a clear understanding of the performance metrics of their employees. However, managing and analyzing large amounts of performance data can be challenging without the right tools.

WHO ARE THE END USERS?

1. Human Resources (HR) Departments

2. Managers and Supervisors

3. Executives and Senior Management

4. Employees

5. Training and Development Teams

6. Compensation and Benefits Teams

7. Consultants and Analysts

OUR SOLUTION AND ITS VALUE PROPOSITION

Your solution leverages Excel to provide a comprehensive, user-friendly, and cost-effective approach to employee performance analysis.

Value Proposition:
1. Cost-Effectiveness
2. Ease of Use
3. Data Management
4. Customizable Analysis
5. Real-Time Analysis

Dataset Description

Employee data set taken from kaggle.
Out of 26 features, 9 were selected.

Listed Features:
1. Employee ID
2. First name
3. Last name
4. Business unit
5. Employee Type
6. Employee Status
7. Employee classification type
8. Gender Code
9. Performance Score
10. Current employee rating

THE "WOW" IN OUR SOLUTION

1. *Interactive Dashboards*
2. *Data Visualization*
3. *Automated Reporting*
4. *Predictive Analysis*
5. *Scorecards and Balanced Scorecards*
6. *Employee Ranking and Comparison*
7. *Training and Development Analysis*
8. *Employee Feedback and Sentiment Anlysis*
9. *KPI Tracking with Alerts*
10. *Data Security and Privacy*

MODELLING

1. **Data Collection:**
   Data sourced from Edunet dashboard.
2. **Feature Collection:**
   The listed 10 features selected for analysis.
3. **Data Cleaning:**
   Handling missing values.
4. **Calculation of Performance Level:**
   Using employee rating to determine performance.
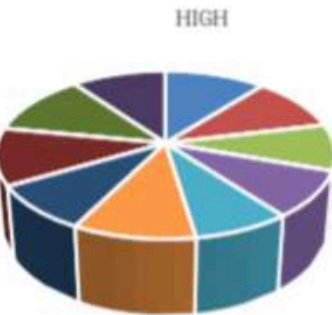5. **Summary of Pivot Level:**
   Organizing data using pivot tables.
6. **Visualization:**
   Graphical representation using pivot tables.

RESULTS

=IF(AND(Z8>=5),"VERY HIGH",IF(AND(Z8>=4),"HIGH",IF(AND(Z8>=3),"MED","LOW")))

conclusion

The employee data analysis conducted using Excel has provided valuable insights into workforce performance and trends within the organization. By systematically collecting, cleaning, and analyzing key employee data, we have been able to:

1. Identify Performance Trends
2. Highlight Key Metrics
3. Utilize Advanced Excel Tools