Employee Data Analysis using Excel

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PROJECT TITLE

Employee Performance Analysis Based on Business unit and Performance source

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

The purpose of business unit is to Ensures that individual and team goals are aligned with the strategic objectives of the business unit and the organization as a whole and Analyzes employee performance to identify areas where employees excel and areas where they may need improvement or additional support.

PROJECT OVERVIEW

Employee data analysis based on business units and performance metrics involves systematically evaluating employees' performance to derive insights that align with organizational goals and enhance operational effectiveness.

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- REMOVE VALUES

PIVOT TABLE - SUMMARY OF EMPLOYEE PERFORMANCE

GRAPH - FINAL REPORT

Dataset Description

- **EMPLOYEE DATA SET- NAN MUDHALVAN PORTAL**
- **9 FEATURES IN EXCEL:**

EMPLOYEE ID- ALPHANUMERIC(TEXT)
NAME- ALPHABETICAL(TEXT)
GENDER- ALPHABETICAL(TEXT)
DEPARTMENT - ALPHABETICAL(TEXT)
SALARY – NUMERICAL
START DATE - ALPHANUMERIC(TEXT)
FTE- NUMERICAL
EMPLOYEE TYPE- ALPHABETICAL(TEXT)
EMPLOYEE LOCATION- ALPHABETICAL(TEXT)

- **3 FEATURES USED:**

DEPARTMENT - ALPHABETICAL(TEXT)
FTE- NUMERICAL
EMPLOYEE TYPE- ALPHABETICAL(TEXT)

THE "WOW" IN OUR SOLUTION

- Set specific, measurable goals aligned with business unit objectives and organizational strategy.
- Identify key performance indicators (KPIs) relevant to each business unit.

MODELLING

- **STEP -1**

  DOWNLOAD THE EMPLOYEE DATASET AND OPEN THE EMPLOYEE DATASET IN EXCEL.

- **STEP -2**

  SELECT THE ENTIRE DATA AND CLICK ON DATA AND CLICK ON FILTER OPTION.

- **STEP -3**

  FILTER FTP FROM A TO Z ORDER.

- **STEP -4**

  SELECT THE ENTIRE DATA AND CLICK ON INSERT AND CLICK ON PIVOT TABLE TO CREATE PIVOT TABLE.

- **STEP -5**

  DRAG THE NEEDED DATA AND CREATE A PIVOT TABLE.
- **STEP -6**

  SELECT THE PIVOT TABLE AND CLICK ON INSERT.
- **STEP-7**

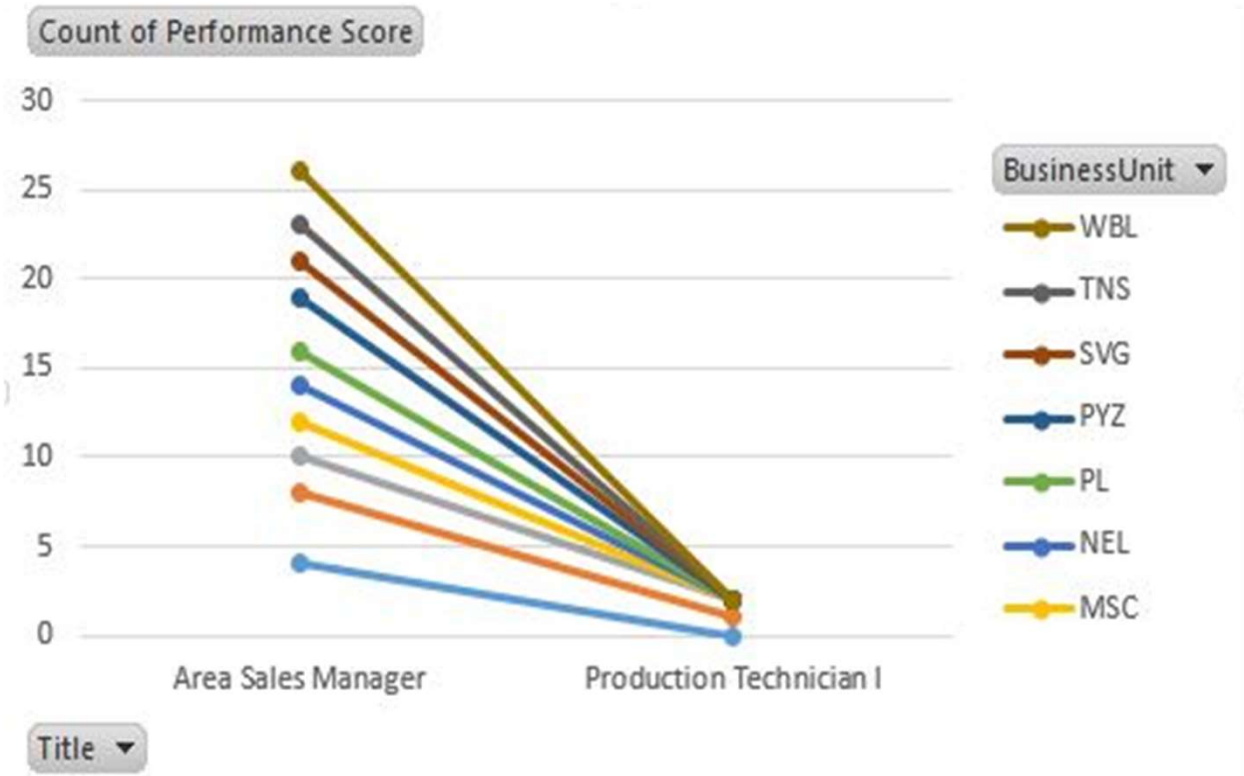
  NOW CLICK ON THE CHART THAT YOU WANT.
- **STEP -8**

  THE CHART IS CREATED

RESULTS
1.TABLE

Count of Performance Score	Column Labels										
Row Labels	BPC	CCDR	EW	MSC	NEL	PL	PYZ	SVG	TNS	WBL	Grand Total
Area Sales Manager	4	4	2	2	2	2	3	2	2	3	26
Production Technician I		1	1								2
Grand Total	4	5	3	2	2	2	3	2	2	3	28

2. GRAPH


Count of Performance Score
30
25
20
15
10
5
0
Area Sales Manager
Production Technician I
Title
BusinessUnit
WBL
TNS
SVG
PYZ
PL
NEL
MSC

Conclusion

The dataset reveals the Regular performance analysis helps identify high performers and those who may need additional support.
It also highlights skill gaps and areas where training and development can make a difference.

The analysis leads to a more strategic, data-drivenapproach to managing and developing talent. It helps organizations make informed decisions, improve individual and team performance, and align employee efforts with organizational goals