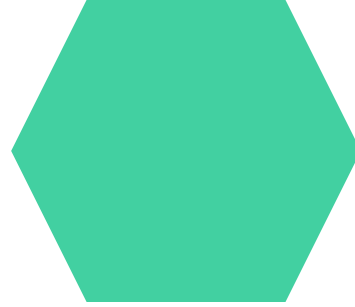
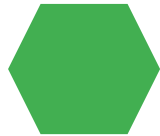


Employee Data Analysis using Excel



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PROJECT TITLE



**Employee Performance Analysis
using Excel Based On Departments,
Employee Type And FTE.**



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 strive to maximize employee productivity and efficiency to achieve their strategic goals. However, many companies face challenges in accurately assessing employee performance and identifying areas for improvement. This leads to issues such as:

1. LACK OF CLEAR METRICS
2. INEFFECTIVE FEEDBACK MECHANISMS
3. DIFFICULTY IDENTIFYING HIGH AND LOW PERFORMERS.



PROJECT OVERVIEW

The employee performance analysis project aims to establish a comprehensive framework for evaluating, analysis, and enhancing employee performance within the organization. By implementing data-driven methodologies, the project will facilitate informed decision-making, improve employee engagement, and optimize resource allocation.



WHO ARE THE END USERS?

The success of the Employee performance Analysis project relies on effective utilization by various end users within the organizations. The key and users include:

1. Human Resources (HR) PERSONNEL
2. Department Managers
3. Employees
4. Data Analysis
5. Executives and Leadership
6. Training and Development Teams

OUR SOLUTION AND ITS VALUE PROPOSITION



FILTERING - REMOVE VALUES

PIVOT TABLE - SUMMARY OF
EMPLOYEE PERFORMANCE

PIE CHART - FINAL REPORT

Dataset Description

Employee Dataset – KAGGLE

10 Features in excel

- ☐ **Employee ID:** Unique identifier for each employee.
- ☐ **Name :** Full name of the employee.
- ☐ **Department:** The department where the employee works.
- ☐ **Job title:** Position or title of the employee.
- ☐ **Gender:** Gender of the employee.
- ☐ **Age:** Age of the employee.
- ☐ **Performance Rating:** Overall rating from performance.
- ☐ **Monthly Income:** The monthly salary of the employee, in dollars.
- ☐ **job Level:** The job level of the employee: (Entry, Mid, Senior)
Company Size: The size of the company the employee works for: (Small, Medium, Large)
- ☐ **Promotion History Records:** Records of promotion.

THE "WOW" IN OUR SOLUTION

Here are the key “WOW” factors that make our solution **Exceptional:**

- ✓ **Interactive Dashboards:** The solution includes visually appealing and interactive dashboards that present performance data in an easily digestible format.
- ✓ **Real-Time Reporting:** Our reporting tools allow for real-time performance tracking, enabling timely interventions and adjustments to strategies based on up-to-date information.



MODELLING

➤ STEP-1

DOWNLOAD THE EMPLOYEE DATASET AND OPEN KAGGLE IN EXCEL.

➤ STEP-2

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

➤ STEP-3

SORT 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 PIE CHART THAT YOU WANT.

➤ **STEP -8**

THE PIE CHART IS CREATED

RESULTS

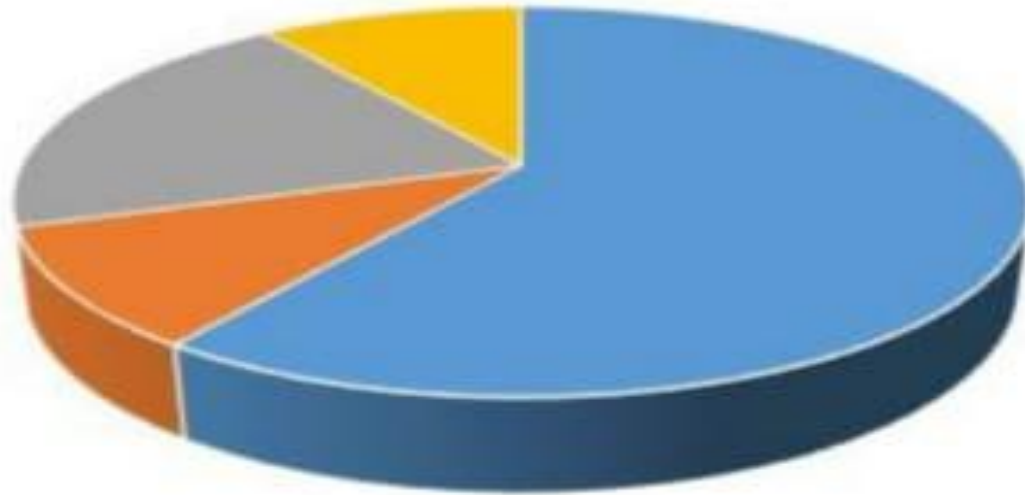
1. TABLE

Count of Attrition		Column Labels				
Row Labels	Education	Finance	Healthcare	Media	Technology	Grand Total
Average	6	3	8	5	2	24
Below Average	1	2	4	1	3	11
High	2	1	2	4	3	12
Low	1	1				2
Grand Total	10	7	14	10	8	49

2. PIE CHART

Count of Attrition

Education



Performance Rating ▼

- Average
- Below Average
- High
- Low

Job Role ▼

conclusion

The Employee Performance Analysis project has provided a structured and data-driven approach to understanding and enhancing employee performance within the organization.

By leveraging a comprehensive dataset, advanced analytical techniques, and a robust modelling framework the analysis had yielded valuable insights into performance trends engagement factors, and the overall effectiveness of training and development initiatives.