EMPLOYEE DATA ANALYSIS USING EXEL

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AGENDA

- Problem Statement
- Project Overview
- End Users
- Our Solution and Proposition
- Dataset Description
- Modelling Approach
- Results and Discussion
- Conclusion
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PROBLEM STATEMENT

- **Current Situation:** The company seeks to implement a fair and motivational bonus structure for its employees.

- **Challenge:** Ensure that bonus distribution aligns with the company's equity principles and rewards outstanding performance

PROJECT OVERVIEW

•**Objective:** Establish a structured bonus system that acknowledges and rewards the efforts of male and female staff members.

Scope: This project involves defining and communicating the bonus amounts and ensuring the process is transparent and equitable

WHO ARE END USERS

- **Target Audience:** Male and female staff members across all departments.

- **Impact:** Employees will understand the bonus distribution criteria and feel valued for their contributions

OUR SOLUTION AND ITS VALUE PROPOSITION

- **Rationale:** This structure aims to recognize and incentivize performance while also addressing potential gender-related compensation disparities.

- **Proposed Bonus Structure:**

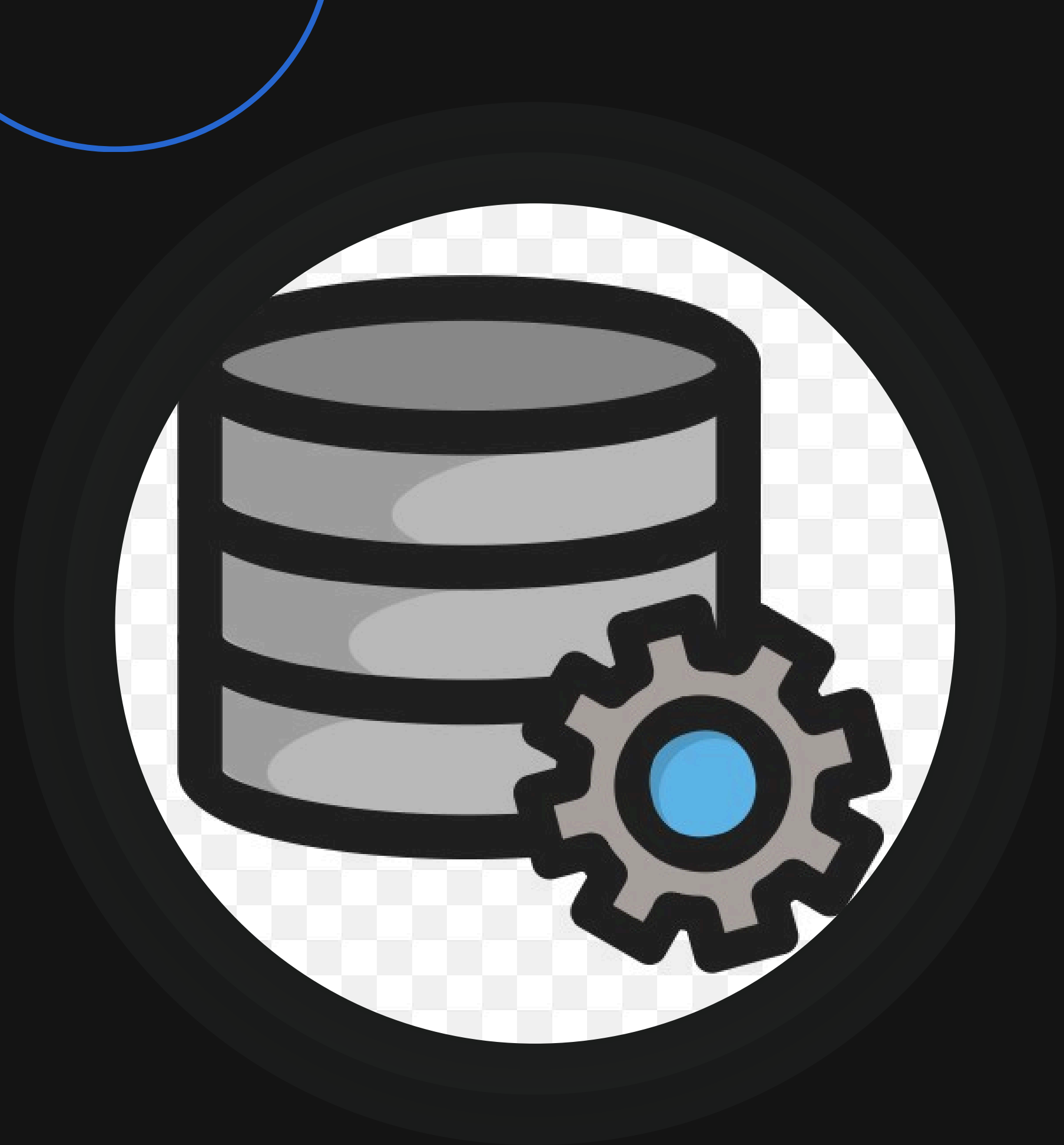| JOB RATE	BONUS
5	5000
4	4000
3	3000
2	2000
1	1000
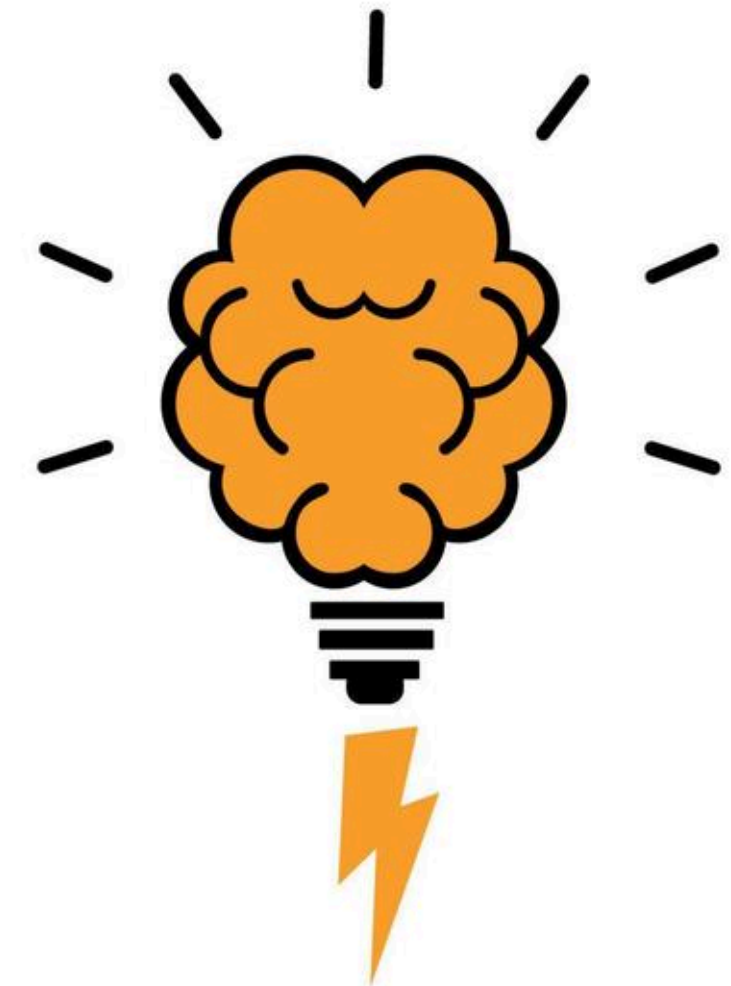
DATASET DESCRIPTION

- Employee Data Set = Edunet Dashboard
- 9 Feature they are provided.
- 5 features are taken to data analysis

They are:

- .Emp Id = Value & Number
- Name = Text
- Employee Rating = numerical value
- Bonus =

JOB RATE	BONUS
5	5000
4	4000
3	3000
2	2000
1	1000

THE WOW IN OUR SOLUTION

- =IF(J2=5,5000,IF(J2=4,4000,IF(J2=3,3000,IF(J2=2,2000,IF(J2=1,1000))))))

MODELLING

COLLECTION OF DATA SET :

- The data was collected from the edunet dash board
- And all the data was alignment and there are 7 features are given
- In these 7 features as that I was selected the 3 features to analysis the employee rating form the employee data base.

FEATURES COLLECTING:

- In the data base their was an blank cell are in the data

- To remove the blank cell first used the conditional formatting tool used to highlight the black cell with the filling of color

- After filling with the color of the blank cell .
- With the help of the slicer & filter option removed the blank row and color in the dataset.

DATA HIGHLIGHTING :

- In the given 7 features we have to highlight the feature which we have to analysis the date
- Emn Id, name, employee type , increment amount.

RATING LEVEL CALCULATION :

- The increment amount are calculated by the formula of=IF(J2=5,5000,IF(J2=4,4000,IF(J2=3,3000,IF(J2=2,2000,IF(J2=1,1000)))))
- The value of bonus based on job rating

PIVOT TABLE:

- In the pivot table they are used to summarize the data which are provided in the data set.
- The important column are selected in the pivot tableare Emn Id, name, employee type, increment amount.
- They are customize in the pivot table option

  Rows= Bonus
  Colunm=Gender
  Filter=name
  Value=count on job rating

GRAPH CHART :

- In the analysis the important thing we have to insert the graph chart .
- The recommended chart we can select the data are shown in the data.

- In the graph chart they are shown the trend line of the data set which we have selected in the table
- In all the data are selected and we have to name the graph chart of the data " bonus amount of employee on salary"
- each and every line and diagram are provided in the chart

SLICER & FILTER :

- In the slicer and filter they are provided the summarizing the data in the short list.
- In these are provided under the heading are in the greater of the option .
- After selecting the dialogue box the new box will appear and select which data are used to provided under the pivot table.
- The data are provided in the pivot table , graph chart, slicer.

RESULT

COUNT OF JOB RATING
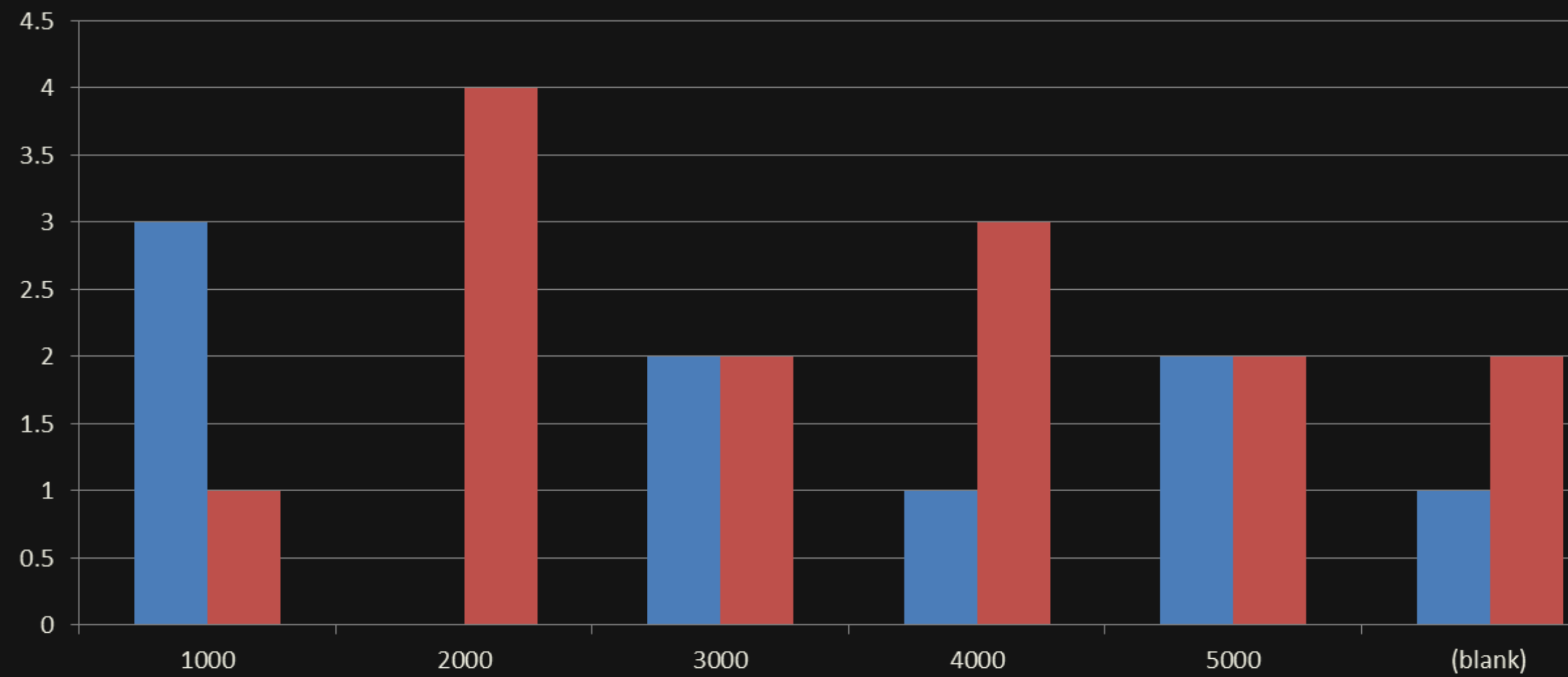
FINDINGS

- **Equity Considerations** : The proposed bonuses aim to address gender disparities and enhance overall employee satisfaction.
- **Impact Assessment** : Initial feedback and analysis suggest that the proposed bonus amounts are well-received and align with performance expectations.

CONCLUSION

- Summary : Implementing a bonus structure based on employees job rating aligns with company goals of fair compensation and performance recognition.
- Communication Plan : Clearly communicate the new bonus structure to all employees.
- Feedback Mechanism : Establish a process for collecting employee feedback and addressing any concerns