EMPLOYEE PERFORMANCE ANALYSIS

- NAME : N. kaviya sri
- REGISTER NO. : 312209485
- DEPARTMENT : BBM
- COLLEGE : Anna Adarsh College for Women

PROJECT TITLE

Employee Performance Analysis using Excel

AGENDA

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

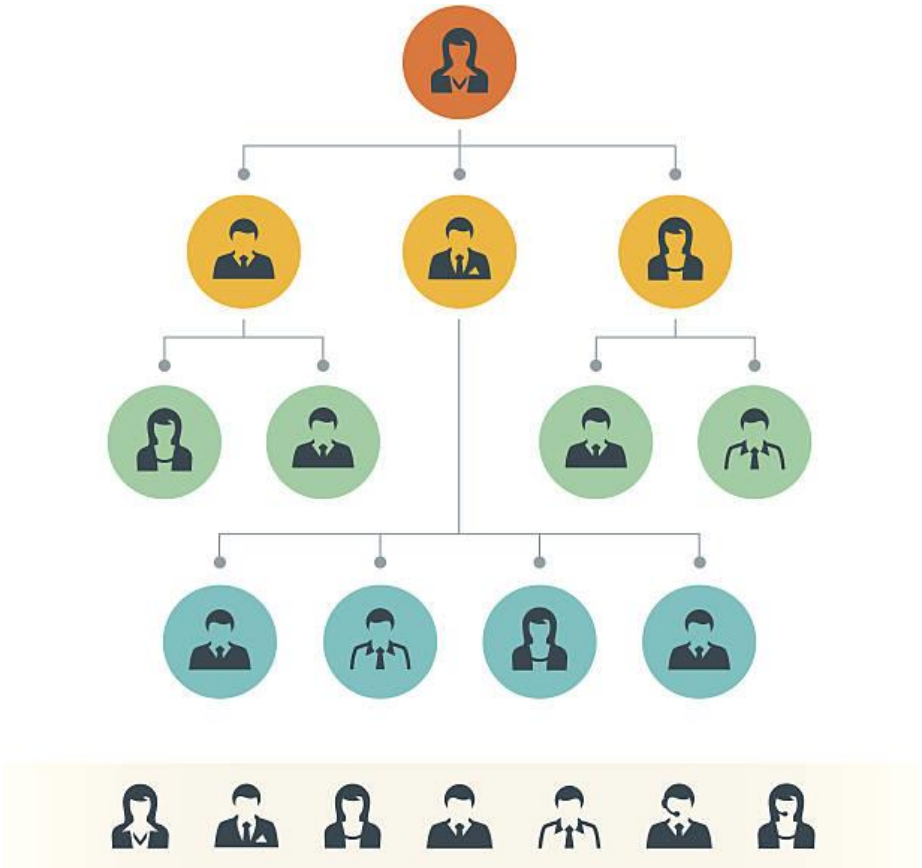
PROBLEM STATEMENT

- Inconsistent evaluation methods lead to biased performance assessments.
- Lack of clear goals and expectations hinders accurate performance measurement.
- Insufficient data and analytics make it difficult to identify areas for improvement.
- Ineffective feedback mechanisms fail to drive employee growth and development.
- Absence of standardized performance metrics limits comparability and benchmarking.

PROJECT OVERVIEW

This project aims to develop a comprehensive framework for evaluating employee performance. The scope includes analyzing job responsibilities, goals and key performance indicators. A combination of quantitative and qualitative approaches will be used to assess performance. The expected outcome is accurate performance assessments and targeted development plans. This will enable data-driven decision-making to enhance organizational efficiency.

WHO ARE THE END USERS ?



OUR SOLUTION AND ITS VALUE PROPOSITION

- Conditional formatting-missing
- Filter-remove
- Formula-performance
- Pivot-summary
- Graph-data visualization

DATASET DESCRIPTION

- Employee dataset form Kaggle
- 26-features
- We selected 9-features
  - Employee ID number
  - Employee name
  - Employee type
  - Performance level
  - Gender
  - Employee rating number

THE "WOW" IN OUR SOLUTION

Using this formula we have measured the performance level of employees working in an organization

Performance level = IF(Z2>=5,"VERY HIGH",Z2>=4,"HIGH",Z2>=3,"MED","TRUE","LOW")

MODELLING

- Data collection

-Download the employee dataset from Kaggle

-After the download an Excel sheet will open

-In that sheet we have employee data details which has 26-features

- Features collection

-We are selecting 9-features for our project

-In that features we have, employee id, employee name, employee type, gender, performance level, employee rating

MODELLING

- Data cleaning

-In this method, we clear the empty rows or columns in the sheet

-By selecting the empty rows and clear using conditional formatting tool

- Performance level

-Here, we calculate the performance of the employees

-By using a formula we can calculate the performance

-Using IF formula : =IF(Z2>=5,"VERY HIGH",Z2>=4,"HIGH",Z2>=3,"MED","TRUE","LOW")

MODELLING

- Pivot table

-After creating the performance level, click on pivot table icon

-In that an application will appear as row, column, fields

-Select the required items and click ok

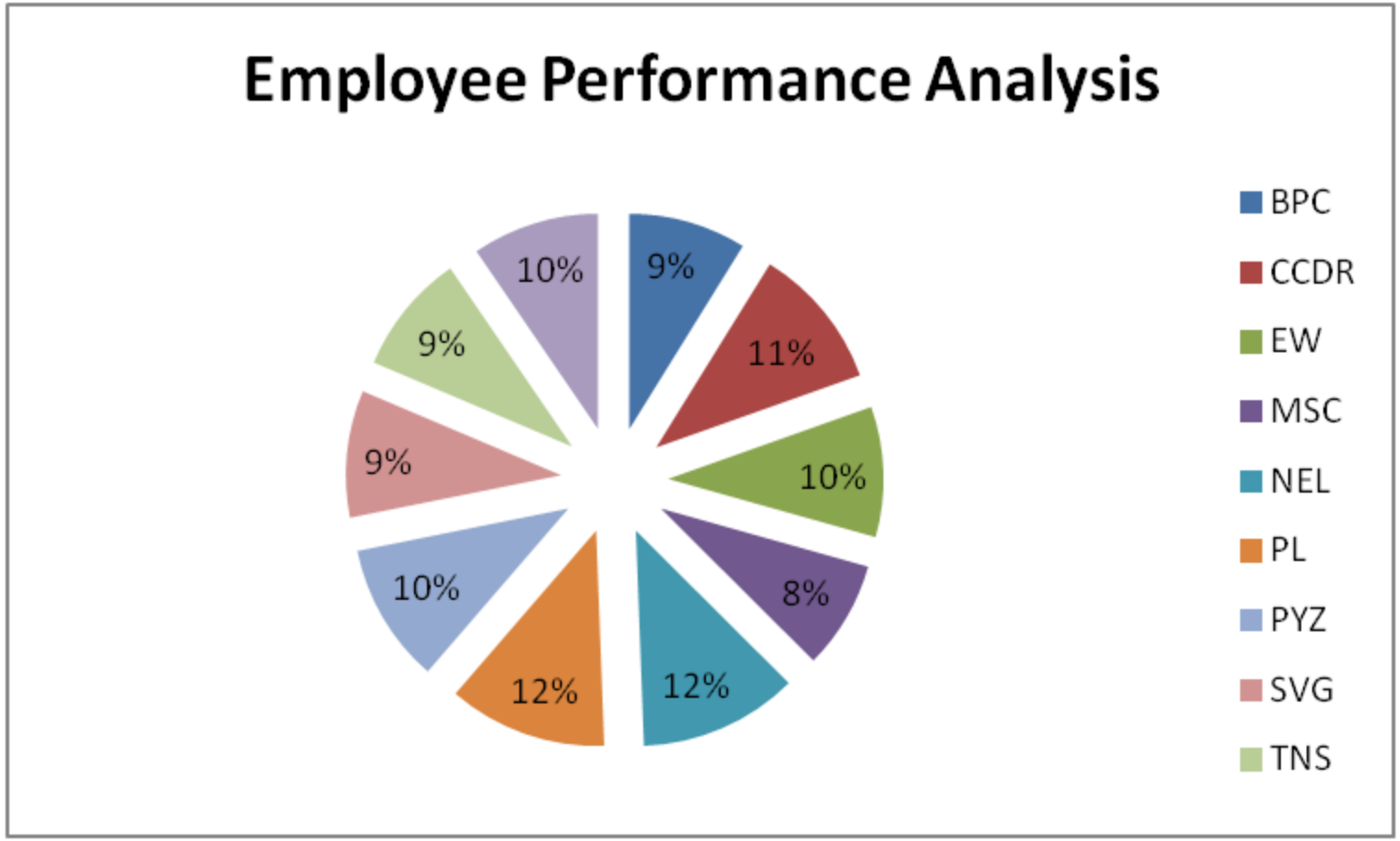
-Then using the details create a graph

- Summary

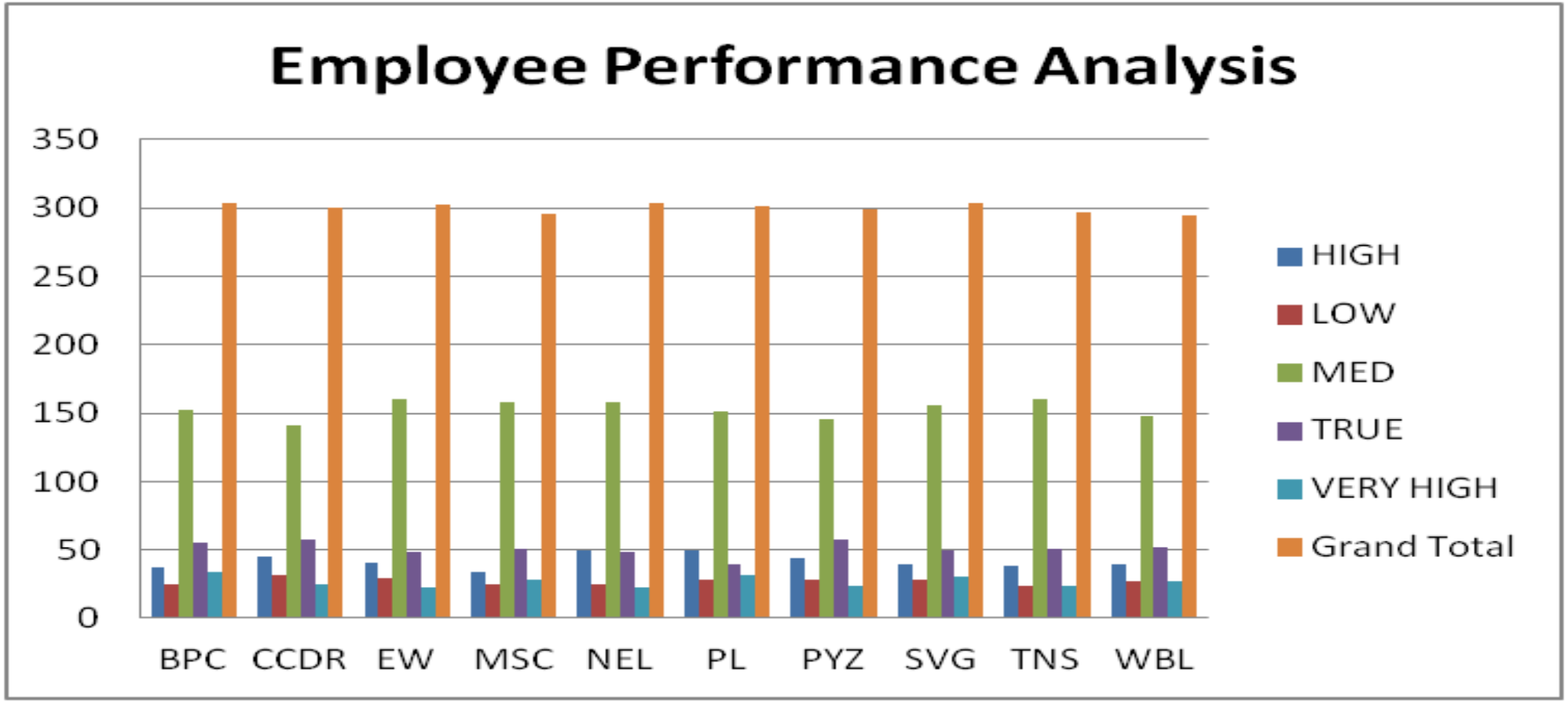
-Using this method, we can know the performance level of the employees through graph.

MODELLING

- Visualization



RESULTS


Employee Performance Analysis
350
300
250
200
150
100
50
0
BPC
CCDR
EW
MSC
NEL
PL
PYZ
SVG
TNS
WBL
HIGH
LOW
MED
TRUE
VERY HIGH
Grand Total

CONCLUSION

Effective employee performance analysis is crucial for driving organizational success. By implementing a standardized evaluation framework, leveraging data analytics and forecasting a culture of constructive feedback. Accurate performance assessments enable informed decision-making, targeted development initiatives and improved employee engagement. A well-designed performance analysis system is important for achieving strategic objectives, enhancing productivity and sustaining competitive advantage.