

# Employee Data Analysis using Excel



*STUDENT NAME: S.MONIKA*

*REGISTER NO:312205592*

*DEPARTMENT : BACHELOR OF COMMERCE*

*COLLEGE : SRI MUTHUKUMARAN ARTS AND SCIENCE COLLEGE*



**PROJECT TITLE**

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# **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



*Problem Statements for Employee Analysis*  
Employee analysis is a critical process for organizations to assess their workforce's effectiveness, identify areas for improvement, and make informed decisions about talent management. Here are some common problem statements that organizations often face in retaining top talent.



# PROJECT OVERVIEW





*To evaluate the current state of employee performance, engagement, and satisfaction within the organization. This assessment will provide valuable insights to inform strategic HR decisions, improve employee retention, and enhance overall organizational productivity.*

# WHO ARE THE END USERS?



*End users in employee analysis are the individuals who ultimately benefit from the insights and recommendations generated by the analysis. They typically include:*

- \* Employees*
  - \* Managers*
  - \* HR professionals*
  - \* Executives*
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# OUR SOLUTION AND ITS VALUE PROPOSITION



*We have provided solution for function and formula by providing for around 20 employees their salary is calculated by using formula and arranging them to provide solution to the concerned management of the company.*





# Dataset Description

*The dataset consists of name of the employee, employee id their personal details and the salary is computed to illustrate the final salary to the management to make decisions regarding salary bonus etc.*



# THE "WOW" IN OUR SOLUTION



- *The WOW in our solution are the metrics used to describe the performance of the employee in their respective work which results in the computation of their salary*

*It involves*

*\*Seniority*

*\*Position in job*

*\*Experience in handling jobs*

*\*Performance metrics*



# MODELLING

*The modelling is computed based on the efficiency of employees the pay scale of employees in past along with considering their appraisal and pay hikes in the future it helps to rationalize the decision making process and remove potential bias in the system.*

# RESULT



*The completed excel sheet gives us a detailed analysis of employees history their department working capacity their salary details are arrived using Excel function.*



# conclusion

*I hereby conclude that the excel sheet is very useful in calculating the salary details of employees their historical data and helps in better management of business enterprise.*