REPORT ON MINI PROJECT

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Project title: **Global Freelancer Performance Analysis**

Project domain: **Human Resources (HR)**

Tools used: **Excel and PowerBI**

Submission date**: 21/2/2026**

Mentor name: **Kumaran M**

Raw data set link: [RAW DATASET](#)

Cleaned data set link: [CLEANED DATA](#)

Global Freelancer Performance Analysis

This project focuses on analyzing a global freelancer dataset to identify patterns in performance, experience, hourly rates, and client satisfaction using Power BI. However, the dataset initially contained several inconsistencies, including missing values. Therefore, data cleaning and transformation were performed in Excel to ensure data quality and to transform the raw dataset into meaningful insights through effective visualization.

Objectives

- Clean and standardize the dataset

- Handle missing values using statistical techniques

- Analyze freelancer distribution across countries

- Study relationship between experience and hourly rate

- Compare active vs inactive freelancers

- Create an interactive Power BI dashboard

Tools Used

- Microsoft Excel (Data Cleaning & Preprocessing)

- Power BI Desktop (Data Visualization & Dashboard Creation)

DATA CLEANING

1.Gender Column Cleaning

In gender column, the data are inconsistent like f ,FEMALE, male, F, ... So I decided to proper formula to captilize first letter, then I use If function to change "f" to Female, "m" to Male. The formula I used is
=PROPER(IF(C2="f","Female",IF(C2="m","Male",C2)))

2.Age Column Cleaning

In Age column some data are missing, so I take average for the age column and I fill the Missing areas with that average. I use if formula to fill the missed area with average.

3.Country Column Cleaning

In the Country column, some values were missing. Since it is a categorical variable, missing values were handled using INDEX and MATCH. The INDEX and MATCH functions were used to retrieve the corresponding country from Language. The IF function used to check the missed value and fill it.


```
=IF(E2="", INDEX($E$2:$E$1000, MATCH(F2,$F$2:$F$1000,0)), E2)
```

country	language		Country Corrected
Italy	Italian		Italy
Australia	English		Australia
Germany	German		Germany
Australia	English		Australia
Germany	German		Germany
Netherlands	Dutch		Netherlands
Indonesia	Indonesian		Indonesia
Italy	Italian		Italy
US	English		US
Turkey	Turkish		Turkey
UK	English		UK
Argentina	Spanish		Argentina
UK	English		UK
	Spanish	missing value	Argentina
Germany	German		Germany
Japan	Japanese		Japan
Australia	English		Australia
India	Hindi		India

4.Primary Skill Column Cleaning

In the Primary skill column, some values were missing. Since it is a categorical variable, missing values were handled using COUNTIF, MAX, INDEX and MATCH to find mode and also IF function use to fill it


```
=IF(G3="",(INDEX($G$2:$G$1000,MATCH(MAX(COUNTIF($G$2:$G$1000,$G$2:$G$1000)),COUNTIF($G$2:$G$1000,$G$2:$G$1000),0))),G3)
```

primary_skill		Primary Skill Corrected
Blockchain Development	Blanks are filled with "DevOps"	Blockchain Development
Mobile Apps		Mobile Apps
Graphic Design		Graphic Design
Web Development		Web Development
		DevOps
AI		AI
Data Analysis		Data Analysis
Blockchain Development		Blockchain Development
Blockchain Development		Blockchain Development
AI		AI
Data Analysis		Data Analysis
UI/UX Design		UI/UX Design
Cybersecurity		Cybersecurity
Graphic Design		Graphic Design
Data Analysis		Data Analysis
		DevOps
DevOps		DevOps
Blockchain Development		Blockchain Development
UI/UX Design		UI/UX Design
Web Development		Web Development
AI		AI
DevOps		DevOps
Cybersecurity		Cybersecurity
Machine Learning		Machine Learning
Machine Learning		Machine Learning
DevOps		DevOps
Blockchain Development		Blockchain Development
Graphic Design		Graphic Design
AI		AI
Data Analysis		Data Analysis
DevOps		DevOps
Machine Learning		Machine Learning
AI		AI
AI		AI
Web Development		Web Development
		DevOps
Mobile Apps		Mobile Apps
Graphic Design		Graphic Design

5.Year Of Experience Column Cleaning

In the Year of Experience column, some values were missing. Since it is a Numerical data, missing values were handled using AVERAGE function and also IF function use to fill it.

6.Hourly Rate Column Cleaning

In the Hourly Date column, some values were missing and also that datas are inconsistent like 100, USD100, $40,... So first I remove the USD and Dollar symbol by using VALUE and SUBSTITUTE Function Then From that I found the AVERAGE and use IF to Fill.

7.Rating Column Cleaning

In Rating column some data are missing, so I take average for the age column and I fill the Missing areas with that average. I use if formula to fill the missed area with average.

rating	Rating Corrected
	2.5
3.3	3.3
0	0.0
1.5	1.5
4.8	4.8
2.4	2.4
3.1	3.1
4.6	4.6
4	4.0
	2.5
3.6	3.6
	2.5
2	2.0
2.9	2.9
3.7	3.7
1.2	1.2
2.5	2.5
	2.5
1.1	1.1
1.8	1.8
1.8	1.8
2.4	2.4
4.7	4.7
1.3	1.3
2.9	2.9
1.2	1.2
0	0.0
1.8	1.8
1.3	1.3
1.2	1.2
1	1.0
4.2	4.2
1.4	1.4
2.4	2.4
1	1.0
	2.5
	2.5
2.2	2.2

Average= 2.5

8.In Active Column Cleaning

In In Active column some data are missing and also inconsistent. So I change to correct format Yes or No by Find and replace and I use INDEX, MATCH, MAX, COUNTIF Function to find mode and use IF Function to fill in Empty area.

9.Client Satisfaction Column Cleaning

In Client Satisfaction column some data are missing and also inconsistent and have more range. So I find Median and also use IF function for two propose one for Fill the missing data, then the other one is Divided by 100 when number is greater than 1 because the data type of the column is Percentage.

Then I use VLOOKUP Function to assign all cleaned data into one
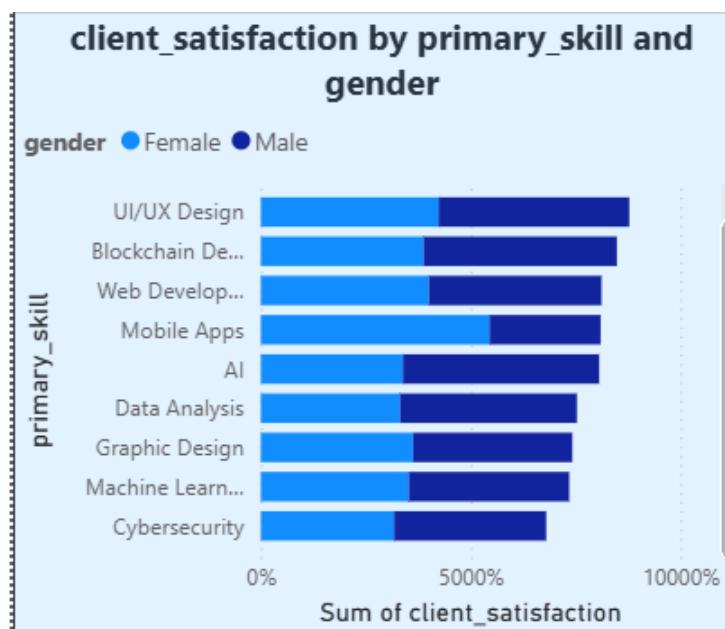
freelancer_ID	name	gender	age	country	language	primary_skill	years_of_experience	hourly_rate (USD)	rating	is_active	client_satisfaction	Notes	Status	no of projects	duration_months
FL250001	Ms. Nicole Kidd	Female	52	Italy	Italian	Blockchain Development	11	$ 100	2.5	No	82%	Reviewed	On Hold	13	6
FL250002	Vanessa Garcia	Female	52	Australia	English	Mobile Apps	34	$ 100	3.3	Yes	84%	Reviewed	Completed	10	7
FL250003	Juan Nelson	Male	53	Germany	German	Graphic Design	31	$ 50	0.0	No	71%	Reviewed	Active	16	16
FL250004	Amanda Spencer	Female	38	Australia	English	Web Development	4	$ 40	1.5	No	90%	Reviewed	Completed	5	1
FL250005	Lynn Curtis DDS	Female	53	Germany	German	DevOps	27	$ 30	4.8	No	83%	Reviewed	On Hold	13	3
FL250006	Lisa Johnson	Female	59	Netherlands	Dutch	AI	14	$ 30	2.4	No	82%	Urgent	Active	8	3
FL250007	Eric Myers	Male	52	Indonesia	Indonesian	Data Analysis	10	$ 75	3.1	No	94%	Reviewed	On Hold	10	3
FL250008	Ricky Graham	Male	43	Italy	Italian	Blockchain Development	14	$ 40	4.6	No	94%	Urgent	On Hold	7	10
FL250009	Sean Martin	Male	26	US	English	Blockchain Development	4	$ 52	4.0	Yes	76%	Reviewed	Inactive	2	4
FL250010	Matthew Lloyd	Male	52	Turkey	Turkish	AI	22	$ 50	2.5	Yes	82%	Pending	Active	16	5
FL250011	Gavin Randall	Male	40	UK	English	Data Analysis	17	$ 40	3.6	Yes	77%	Follow-up	Inactive	20	5
FL250012	Michelle Curtis	Female	55	Argentina	Spanish	UI/UX Design	15	$ 52	2.5	Yes	86%	Urgent	Active	13	4
FL250013	Alice Schneider	Female	57	UK	English	Cybersecurity	18	$ 52	2.0	No	86%	Reviewed	On Hold	16	15
FL250014	Phillip Shelton	Male	38	Argentina	Spanish	Graphic Design	20	$ 75	2.9	Yes	93%	Pending	On Hold	17	12
FL250015	Edward Ferguson	Male	50	Germany	German	Data Analysis	22	$ 75	3.7	Yes	70%	Follow-up	Completed	14	6
FL250016	Wyatt Stout	Male	42	Japan	Japanese	DevOps	0	$ 30	1.2	No	69%	Urgent	Active	5	2
FL250017	Laura Johnson	Female	39	Australia	English	DevOps	13	$ 30	2.5	No	60%	Follow-up	Inactive	7	1
FL250018	Scott Burns	Male	56	India	Hindi	Blockchain Development	11	$ 52	2.5	No	87%	Pending	Completed	1	2
FL250019	Tyler Aguirre	Male	56	US	English	UI/UX Design	31	$ 50	1.1	No	75%	Urgent	Completed	13	3
FL250020	Matthew Lawson	Male	57	Italy	Italian	Web Development	3	$ 100	1.8	Yes	68%	Follow-up	Completed	1	1
FL250021	James Cherry	Male	41	Indonesia	Indonesian	AI	9	$ 50	1.8	No	65%	Reviewed	Inactive	15	6
FL250022	Samuel Sanford	Male	51	Japan	Japanese	DevOps	11	$ 52	2.4	No	69%	Urgent	Completed	3	5
FL250023	Cesar Greene	Male	51	Brazil	Portuguese	Cybersecurity	21	$ 30	4.7	No	82%	Follow-up	Inactive	14	2
FL250024	Melanie Carter	Female	51	South Korea	Korean	Machine Learning	15	$ 50	1.3	Yes	100%	Pending	Completed	9	3
FL250025	Jennifer Martin	Female	54	Indonesia	Indonesian	Machine Learning	13	$ 75	2.9	No	92%	Pending	Inactive	15	3
FL250026	Anna Mccann	Female	22	South Korea	Korean	DevOps	0	$ 30	1.2	Yes	70%	Urgent	On Hold	5	2
FL250027	Marissa Bass	Female	34	Japan	Japanese	Blockchain Development	8	$ 20	0.0	No	89%	Follow-up	On Hold	6	1
FL250028	Alexis Day	Female	36	Russia	Russian	Graphic Design	11	$ 52	1.8	Yes	86%	Urgent	On Hold	12	4
FL250029	Megan Jones	Female	47	Canada	English	AI	22	$ 30	1.3	No	62%	Urgent	On Hold	14	2
FL250030	Lori Smith	Female	41	Netherlands	Dutch	Data Analysis	14	$ 75	1.2	No	82%	Follow-up	On Hold	6	5
FL250031	Eric Carpenter	Male	22	Netherlands	Dutch	DevOps	4	$ 52	1.0	Yes	82%	Follow-up	Completed	3	1
FL250032	Timothy Daniels	Male	38	France	French	Machine Learning	19	$ 100	4.2	No	68%	Reviewed	Completed	10	10
FL250033	Robert Nelson	Male	46	Egypt	Arabic	AI	9	$ 20	1.4	Yes	76%	Follow-up	Completed	13	6
FL250034	Michael Anderson	Male	41	South Korea	Korean	AI	9	$ 40	2.4	Yes	82%	Pending	Inactive	15	3
FL250035	Jessica Snyder	Female	54	US	English	Web Development	32	$ 75	1.0	Yes	81%	Urgent	Inactive	18	10
FL250036	Emily Daniels	Female	52	South Korea	Korean	DevOps	28	$ 20	2.5	No	82%	Urgent	Inactive	18	2
FL250037	Jamie Ramirez	Female	42	Japan	Japanese	Mobile Apps	6	$ 40	2.5	No	63%	Pending	Inactive	15	6
FL250038	Amy Harrison	Female	29	Netherlands	Dutch	Graphic Design	10	$ 40	2.2	No	67%	Follow-up	On Hold	10	9

DATA VISUALIZATION

I use Power BI to viusalize the data and to Create meaningful Dashboard

Client Satisfaction by Primary Skill and Gender

I created Stacked Bar Chat to show the Client Satisfaction by Primary Skill and Gender.
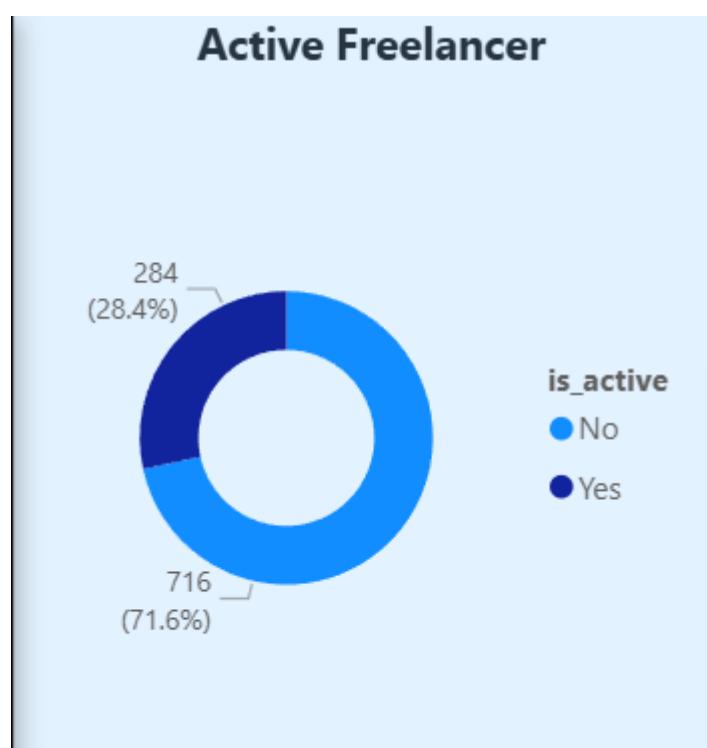
Total Freelancers

I created Card to show the total number of Freelancers.

Active Freelancer

I created Donut Chart to show How many freelancer is active and in active.

I created KPI to show the Average Hourly rate USD by Client Satisfaction

Average of hourly_rate (USD) by client_satisfaction

$47.625

I created Scatter Chart to show the Years of Experience and Hourly Rate USD
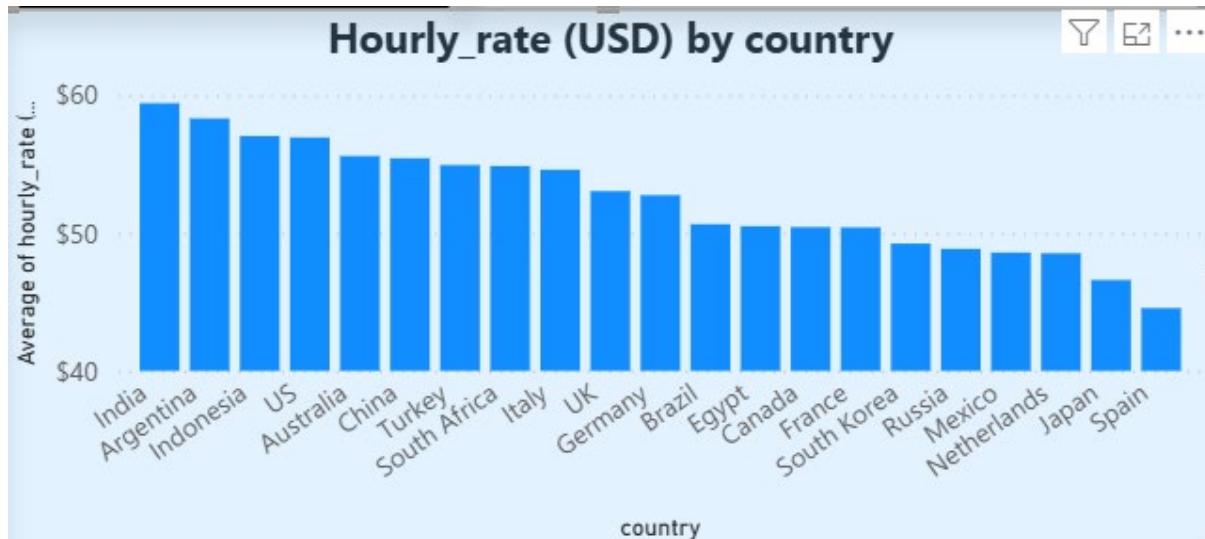
Years of Experience vs Hourly Rate USD

Hourly Rate USD by Country

I created Stacked Column Chart to show the Average of hourly rate by Country.

Freelancer by Country

I created Map to show the country of the freelancers
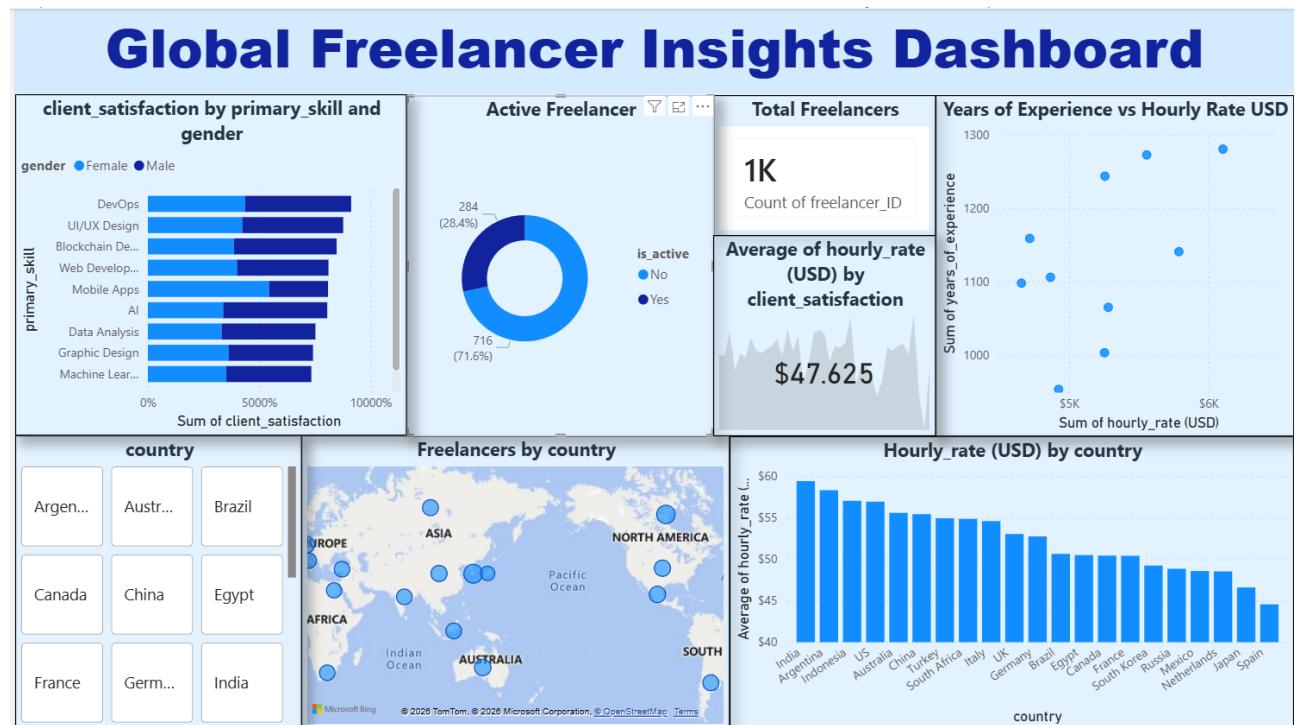
I created Slicer for country to see specific country's analysis

I created a dashboard of Global Freelancer Insights Dashboard containing all charts I previously created

1) Freelancer Overview

- The dataset contains approximately **1,000 freelancers globally**.

- Around **71.6% of freelancers are active**, while **28.4% are inactive**,

- This shows high engagement and availability of freelancers in the global market.

2) Hourly Rate Analysis by Country

- **India, Argentina, and Indonesia** show higher average hourly rates compared to others.

- Countries like **Spain and Japan** have lower average hourly rates.

- This tells that hourly rate varies depending on Country

3) Experience vs Hourly Rate Relationship

- Freelancers with more experience earn higher hourly rates.

- This tells that experience is a key to freelancer earnings.

4) Client Satisfaction by Skill and Gender

- **DevOps, UI/UX Design, and Blockchain Development** show higher overall client satisfaction.

- Both male and female freelancers demonstrate comparable satisfaction levels across most skills.

5) Country by Freelancers

- Freelancers are in across multiple regions including **North America, Europe, Asia, and Australia**.

- The highest freelancers appears in **Asia and North America**.

6) Average Hourly Rate by Client Satisfaction

- The overall **average hourly rate is $47.63 per hour**.

Conclusion

The freelance work is highly active and globally distributed. Experience impacts hourly earnings. Client satisfaction remains consistently high across skills and genders. Location influences freelancer earnings.

Thankyou