

# ***Employee Data Analysis using Excel***

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***PROJECT TITLE***

***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

*As a result, we need a comprehensive employee performance analysis framework to:*

- 1. Accurately measure and track employee performance metrics.*
- 2. Identify correlations between performance and factors like training, engagement, and demographics.*
- 3. Develop targeted interventions to enhance employee growth and productivity.*
- 4. Inform data-driven decisions on talent management, promotions, and resource allocation“.*



# PROJECT OVERVIEW

*Our organization seeks to develop a comprehensive employee performance analysis framework to drive data-informed decisions, improve productivity, and enhance talent development. This project aims to:*

- \*Collect and integrate relevant employee data from various sources (HR systems, performance reviews, training records, etc. )*
- \* Develop a performance metrics framework to measure employee productivity, quality, and growth*
- \*Analyze key drivers of employee performance, including training, engagement, demographics, and more*
- \* Identify areas for improvement and develop targeted interventions to enhance employee growth and productivity*
- \* Create data visualizations to communicate insights to stakeholders and facilitate decision-making.*



# WHO ARE THE END USERS?

1. *Employee*
2. *Manager*
3. *Industry*
4. *Employer*



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Slide 6 of 10  
Page 1 of 10

# OUR SOLUTION AND ITS VALUE PROPOSITION



- \* *Conditional formatting -missing*
- \* *Filter- remove*
- \* *Formula -performance level*
- \* *Pivot table-summary*
- \* *Graph -Data visualization*

# ***Dataset Description***

***Employee data set -download by  
KAGGLE***

***26 features -9 features taken  
employee id , numerical value , first  
name , last name -text,  
employee type -performance level***



# THE "WOW" IN OUR SOLUTION



**`=IFS(Z8>=5, "VERY HIGH", Z8>=4, "HIGH", Z8>=3, "MEDIUM", TRUE, "LOW")`**



# MODELLING

## **Data collection**

*\*KAGGLE \_ download*

*\*EDUNET \_ download*

## **Features collection**

*\*identify the feature in excel*

## **Data cleaning**

*\*missing value \_ identifying excel*

*\*missing value \_ filter out by COLOUR*

## **Performance level**

*\*formula using \_ high & low*

## **Pivot table**

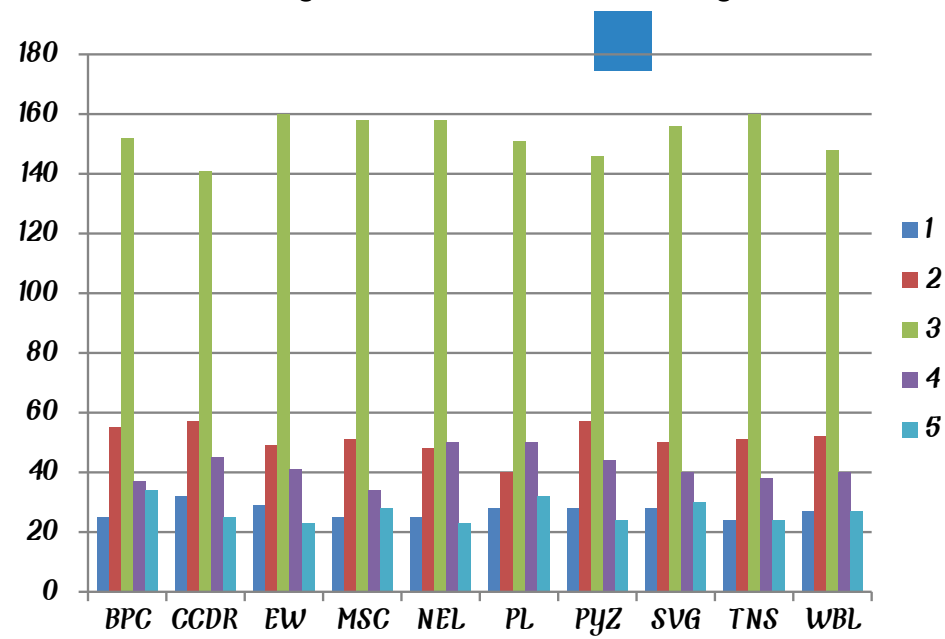
*\*summarized & visualized*

## **Result**

*\*graph*

# RESULTS

EMPLOYEE PERFORMANCE ANALYSIS



# **conclusion**

**THE EMPLOYEE** PERFORMANCE ANALYSIS THE PROJECT HAS PROVIDED VALUABLE INSIGHTS INTO THE KEY DRIVERS OF EMPLOYEE PRODUCTIVITY, GROWTH, AND RETENTION WITH IN OUR ORGANISATION . BY LEVERAGING DATA ANALYTICS & VISUALISATION TECHNIQUES , WE HAVE IDENTIFIED AREAS FOR IMOROVEMENT & DEVELOPED TARGETED INTERVENTIONS TO ENHANCE EMPLOYEE PERFORMANCE.