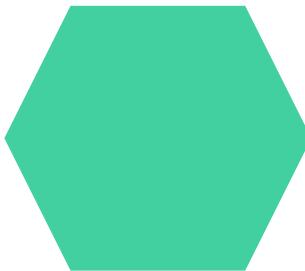
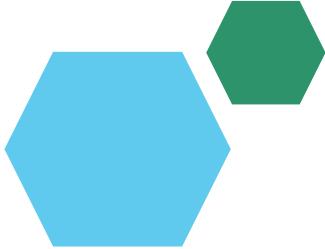


Employee Data Analysis using Excel



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PROJECT TITLE

Company Employee Performance Analysis using Excel



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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



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PROBLEM STATEMENT

Problem Statement :

“our company’ s employees performance evaluation process is currently manual, time-consuming, and lacks data – driven insights making it challenging to:

- Accurately assess individual and team performance
- Identify areas for improvement and development needs
- Inform data – driven decisions for promotions , training , and resources allocation.

We need a robust and scalable solution to collect, analyze, and visualize employee performance data, enabling us to :

- ❖ Streamline the evaluation process
- ❖ Gain actionable insights into employees strengths and weaknesses
- ❖ Enhance employee growth and development
- ❖ Drive business outcomes through data – informed decision- making ”

This problem statement outlines the challenges and goals , clear direction for the performance analysis project.

It can be refined and tailored to the specific company’ s needs.



PROJECT OVERVIEW

Project objective:

- ✓ Develop a data – driven approach to analyse and evaluate employee performance
- ✓ Provide actionable insights to support informed decisions on employee development, promotions and resources allocation
- ✓ Enhance employee growth and business outcomes through data-informed strategies

Scope

- Collect and integrate relevant data from HR system ,performance reviews, and other sources
- Develop a performance analysis framework and merits (e.g., KPIs, benchmarks)
- Design and implement data visualizations and reports for stakeholders
- Identify areas for improvement and data – driven solutions

This project overview provides a high level outlines of the project' s objects, timelines and resources. It can be tailored and expanded to fit the specific



WHO ARE THE END USERS?

- HR DEPARTMENT
- MANAGERS AND SUPERVISORS
- EMPLOYEES
- SENIOR LEADERSHIP
- TRAINING AND DEVELOPMENT TEAM
- COMPENSATIONS AND BENEFITS TEAM
- SUCCESSION PLANNING TEAM

These end users will benefit from the insights and recommendations generated by the employees performance analysis, enabling them to make data-driven decisions and drive business outcomes.



OUR SOLUTION AND ITS VALUE PROPOSITION



pivot table : summarized and organizes data for easy comparison of salary distribution

Bold: The bold icon uses to make selected text thicker and more prominent .its represented by bold letter “B” or a bold font icon

Font: The design the characters example :
Baskerville old font

Graph: Visualizes the summarized data ,high lighting the key trends and differences in salary allocation across departments and companies .



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Dataset Description

- ❖ Each company salary totals are broken down by department ,with a grand total for each company and over all
- ❖ The bar graph visually represents these salary sums by company ,using different color for each department
- ❖ The data high lights how salary distribution various across departments and company
- ❖ That table shows total salary sums for different departments like (sales , support, AI ,Design) across three company : cheerper ,glasses and pear



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THE "WOW" IN OUR SOLUTION

- This project will help full to identify the AI technology uses
- This will useful for communication skill development
- The data science and Artificial intelligence will effectively help full to find solution for environment.



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MODELLING

- ✓ Data collection: Identify data sources from kaggle and collect the data in a row format (e.g., excel)
- ✓ Data transfer to excel: Import the data into excel using various methods (copy paste, power query, SQL connection). Ensure that data is clean formatted and organized in a table structure.
- ✓ Pivot table creation : select the data range and create a pivot table . Choose relevant fields for rows ,columns and values . Apply filters and aggregation (sum , average ,count)
- ✓ Data visualization in a graph: Select the pivot data and create a graph (graph ,barchat ,line graph)

RESULTS

- ❑ Cheeper: Highest total salary in the search engine department and no salary recorded for AI and sales
- ❑ Glasses : The largest salary is in the design department with notable amounts in with bigdata and searching engine and smaller amount in AI and support
- ❑ Pear: Most salary are concentrated in he design department and sales department with no recorded salary in AI and support



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Conclusion

- High performing employees and teams and opportunities to recognize and rewards their achievements
- Development and implement targeted training and programs to address pivot table and graph its indicate that design and search engine and departments
- Glasses as the most balanced distribution of salarys across the multiple deparmets cheeper shows significant investment search engine and support .



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