Employee Data Analysis using Excel

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PROJECT TITLE

EMPLOYEES PERFORMANCE ANALYSIS OF EACH DEPARTMENT OF SALARY AND FTE

AGENDA

1.PROBLEM STATEMENT
2.PROJECT OVERVIEW
3.END USERS
4.OUR SOLUTION AND PROPOSITION
5.DATASET DESCRIPTION
6.MODELLING APPROACH
7.RESULT AND DISCUSSION
8.CONCULSION

PROBLEM STATEMENT

To analyze and assess employee performance within each department in relation to departmental salary expenditures and Full-Time Equivalent (FTE) counts, with the goal of identifying trends, inefficiencies, and areas for improvement. This analysis aims to enhance organizational efficiency, optimize resource allocation, and improve overall performance management. Employee performance is a critical factor in organizational success, and understanding how it correlates with financial and staffing metrics can provide valuable insights. Departments often face challenges in balancing budget constraints, salary allocations, and staff productivity. To make informed decisions, it is essential to evaluate how salary investments and FTE distribution impact performance outcomes. This analysis will enable the organization to make data-driven decisions on salary and staffing strategies, improve departmental efficiencies, and enhance overall employee performance management.

PROJECT OVERVIEW

To analyze the relationship between employee performance, departmental salaries, and Full-Time Equivalents (FTEs) to enhance organizational efficiency and effectiveness. The goal is to identify performance trends, inefficiencies, and optimization opportunities in resource allocation and salary expenditures. Effective management of employee performance, salary budgets, and staffing levels is crucial for organizational success. Understanding how these elements interrelate can provide insights into how best to allocate resources, maximize productivity, and achieve strategic objectives. This project aims to provide a comprehensive analysis to guide decision-making and improve overall performance management within the organization. This project aims to deliver actionable insights that will help the organization better manage its human resources, optimize performance, and achieve its strategic goals more effectively.

WHO ARE THE END USERS?

The end users of an employee performance analysis examining departmental salaries and FTEs include several key stakeholders across the organization. Senior management and executives rely on this analysis to make informed strategic decisions regarding resource allocation, budgeting, and organizational adjustments. Department heads and managers use the insights to refine their departmental budgets, optimize staffing levels, and address performance issues more effectively. Human Resources (HR) professionalsbenefit from a better alignment of compensation strategies and performance management practices. The Finance department uses the findings for accurate financial planning and budget management. Performance and talent management teams leverage the data to enhance performance evaluation systems and talent development programs. Organizational development specialists apply the insights to design and implement effective organizational improvement strategies. Additionally, the Board of Directors reviews the analysis to ensure strategic alignment with organizational goals. Employees indirectly benefit from improved management practices and equitable compensation strategies, while consultants and external auditors use the information for advisory and audit purposes .

OUR SOLUTION AND ITS VALUE PROPOSITION

FILTERING : Help one eliminate unnecessary data
CONDITIONAL FORMATTING: Makes it esay to highlight certain values or to make particular cells esay to identify .
PIVOT TABLE: We Separate gender types in column table with the help of pivot table analysis report.
FORMULA : SUM Function in excel is useful for adding up a range of values such as a column and row of numbers.
BAR GRAPH – Final Report with the help of pivot table analysis .

Dataset Description

EMPLOYEE DATA SET - NAN MUDHALAVAN PORTAL9 FEATURES IN TOTAL3 FEATURES BEING USED FOR ANALYSIS EMPLOYEE ID - ALPHANUMERIC(TEXT) NAME - ALPHABETICAL (TEXT) GENDER - ALPHABETICAL (TEXT) DEPARTMENT - ALPHABETICAL (TEXT) SALARY - NUMERICAL START DATE - ALPHANUMERIC (TEXT) FTE – NUMERICAL EMPLOYEE TYPE - ALPHABETICAL (TEXT) EMPLOYEE LOCATION – ALPHABETICAL (TEXT) .

THE "WOW" IN OUR SOLUTION

Our employee performance analysis delivers a compelling "wow" factor by seamlessly integrating detailed salary and Full-Time Equivalent (FTE) data across departments with insightful visualizations and interactive features. Imagine a dynamic dashboard where department-specific salary distributions and FTE metrics are visualized through sleek bar charts and heatmaps, allowing for effortless exploration of trends and patterns. This dashboard not only highlights key performance indicators but also provides a narrative that links salary and FTE figures directly to performance outcomes. By employing interactive filters and real-time data updates, users can drill down into specific departments or time periods, uncovering actionable insights and uncovering correlations between compensation structures and employee effectiveness. This approach transforms raw data into a compelling story, showcasing not just where departments stand, but also providing a clear path forward with recommendations based on performance trends and benchmarking against industry standards confidence.

MODELLING

STEP 1: DOWNLOAD THE EMPLOYEE DATASET IN NAAN MUDHALAVAN PORTAL AND OPEN THE EXCEL .

STEP 2 : SELECT THE DATA AND CLICK ON THE FLITER OPTION

STEP 3 : FLITER FTP IN ASSCENDING ORDER (A TO Z) .

STEP 4 : SELECT THE ENTIRE DATA AND CLICK ON INSERT AND CLICK ON INSERT AND CLICK ON PIVOT TABLE TO CREATE PIVOT TABLE .

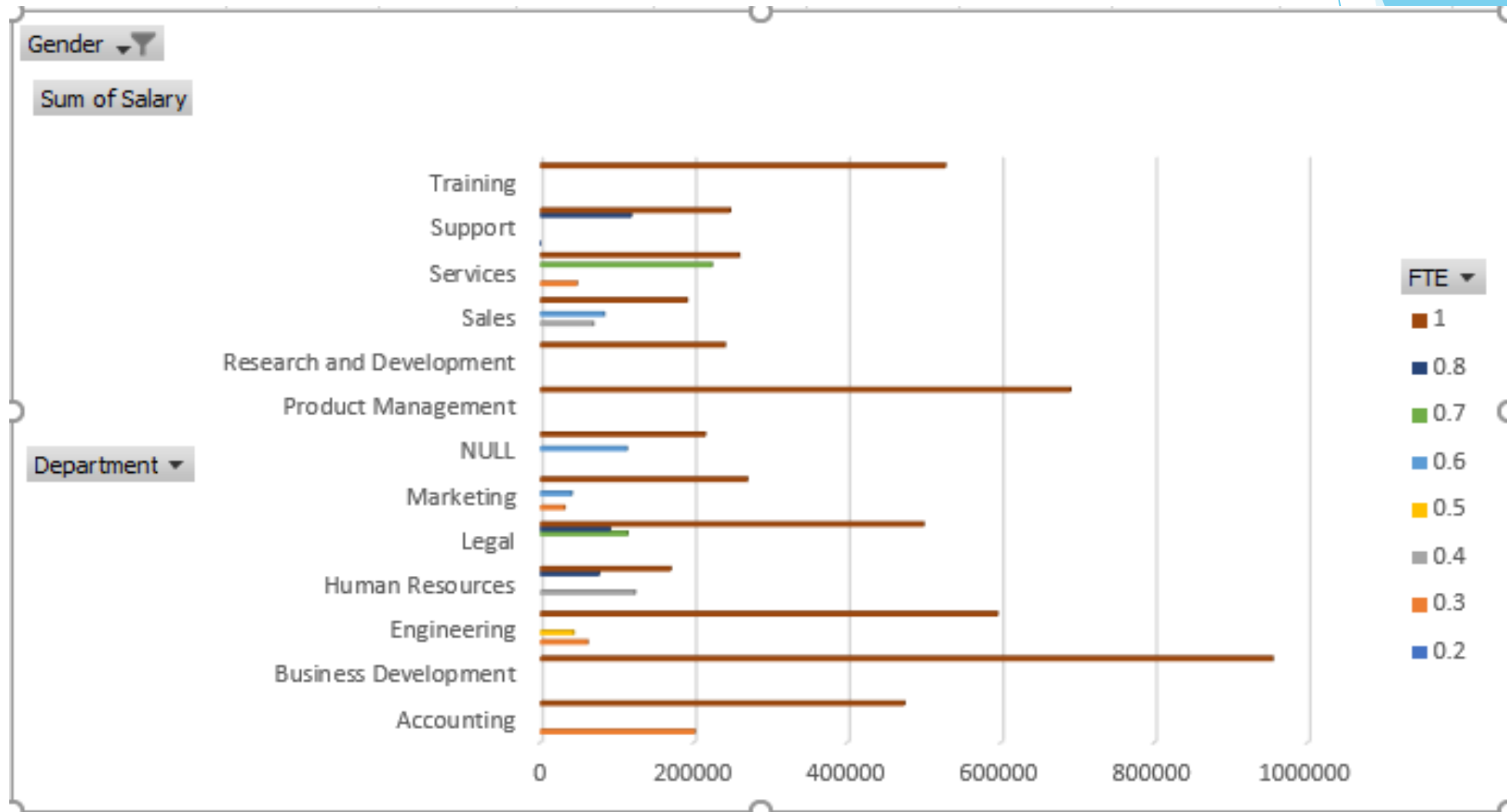STEP 5 : DRAG THE NEEDED DATA AND CREATE A PIVOT TABLE

STEP 6 : SELECT THE PIVOT TABLE , CLICK ON INSERT – CHOOSE THE TYPE OF CHARTS ACCORDING TO ONE'S REQUIREMENTS . TYPE OF CHART USED IN THIS ANALYSIS IS BAR DIAGRAM .

STEP 7 : THE TABLE AND CHART IS BEING CREATED , WHICH HELP IN BETTER UNDERSTANDING AND INTERPRETATION OF DATA .

RESULTS
1. TABLE

Gender	Male								

Sum of Salary	Column Labels								
Row Labels	0.2	0.3	0.4	0.5	0.6	0.7	0.8	1	Grand Total
Accounting		201187.89						474429.74	675617.63
Business Development								954220.1	954220.1
Engineering		61624.77		43329.22				595482.77	700436.76
Human Resources			123187				76320.44	169953.46	369460.9
Legal						113747.56	90697.67	499293.91	703739.14
Marketing		31816.57			40753.54			269599.05	342169.16
NULL					112645.99			214611.87	327257.86
Product Management								690917.35	690917.35
Research and Development								240643.96	240643.96
Sales			68860.4		83191.95			191141.4	343193.75
Services		47646.95				223630.98		259026.71	530304.64
Support	0						118516.38	247430.51	365946.89
Training								527713.8	527713.8
Grand Total	0	342276.18	192047.4	43329.22	236591.48	337378.54	285534.49	5334464.63	6771621.94

Gender

Female

Male

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RESULTS
2. BAR DIAGRAM

conclusion

In conclusion, our employee performance analysis, focusing on salary and Full-Time Equivalent (FTE) metrics across departments, provides a comprehensive and actionable view of organizational dynamics. By meticulously analyzing salary distributions and FTE ratios, we gain valuable insights into how compensation and staffing levels impact employee performance and departmental efficiency. This analysis reveals not only the alignment of salaries with performance outcomes but also highlights areas where adjustments may enhance productivity and satisfaction. The clear correlations and trends identified enable us to make data-driven decisions that optimize resource allocation, improve performance management, and drive overall organizational success. Ultimately, this analysis equips leaders with the knowledge to foster a more effective, fair, and motivated workforce, ensuring that every department contributes to the company's strategic goals in the most efficient manner possible.