

EMPLOYEE DATA ANALYSIS USING EXCEL

1



STUDENT NAME : HEMA. D

REGISTER NO :2213371036O13 / unnm410100442213371036013

DEPARTMENT :B.COM(GENERAL)

COLLEGE : QUAID-E-MILLATH GOVERNMENT COLLEGE.



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

- We have to track the performance of employees work motive for the organization and So that we can completely focus on the growth and structure of the organization and also to develop their personal skills and talents.
- We have to motivate the best and executive employees with increments, promotion and bonus.
- We have to train and motivate the under developed employees in a and effective manner with proper specifications.



PROJECT OVERVIEW

EMPLOYEE DATA ANALYSIS

Analysing the performance of the employees by considering the various factors like Gender, Performance score , Ratings and their Achievements , in order to identify the trends and patterns of different categories of employees like high, medium and low.



WHO ARE THE END USERS?

6

EMPLOYEE



MANAGER



**EMPLOYEE
HIERARCHY**

EMPLOYER



OUR SOLUTION AND ITS VALUE PROPOSITION

7



CONDITIONAL FORMATTING - TO IDENTIFY THE MISSING DATA

FILTER - FOR THE PURPOSE OF REMOVING THE UNWANTED DATA.

FORMULA- FOR IDENTIFYING THE PERFORMANCERE THE EMPLOYEES .

PIVOT TABLE - TO CONVERT THE DATA INTO SHORT SUMMARY .

GRAPH - DATA VISUALIZATION

DATASET DESCRIPTION

EMPLOYEE = KAGGLE

26- FEATURES

9- FEATURES

EMPLOYEE – ID – NUMERICAL VALUES.

NAME – TEXT

EMPLOYEE TYPE

PERFORMANCE LEVEL

GENDER – MALE , FEMALE

EMPLOYEE RATING – NUMERICAL VALUES

THE "WOW" IN OUR SOLUTION

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



MODELLING

DATA COLLECTION

- Downloaded the employee data performance from EDUNET DASHBOARD

FEATURE COLLECTION

- Identified each features
- Add Performance Level Feature

DATA CLEANING

- Identified the missing values.
- Filtered the missing values.

PERFORMANCE LEVEL

- Using formula =IFS(Z8>=5,"VERY HIGH",Z8>=4,"HIGH",Z8>=3,"MED",TRUE,"LOW")

SUMMARY

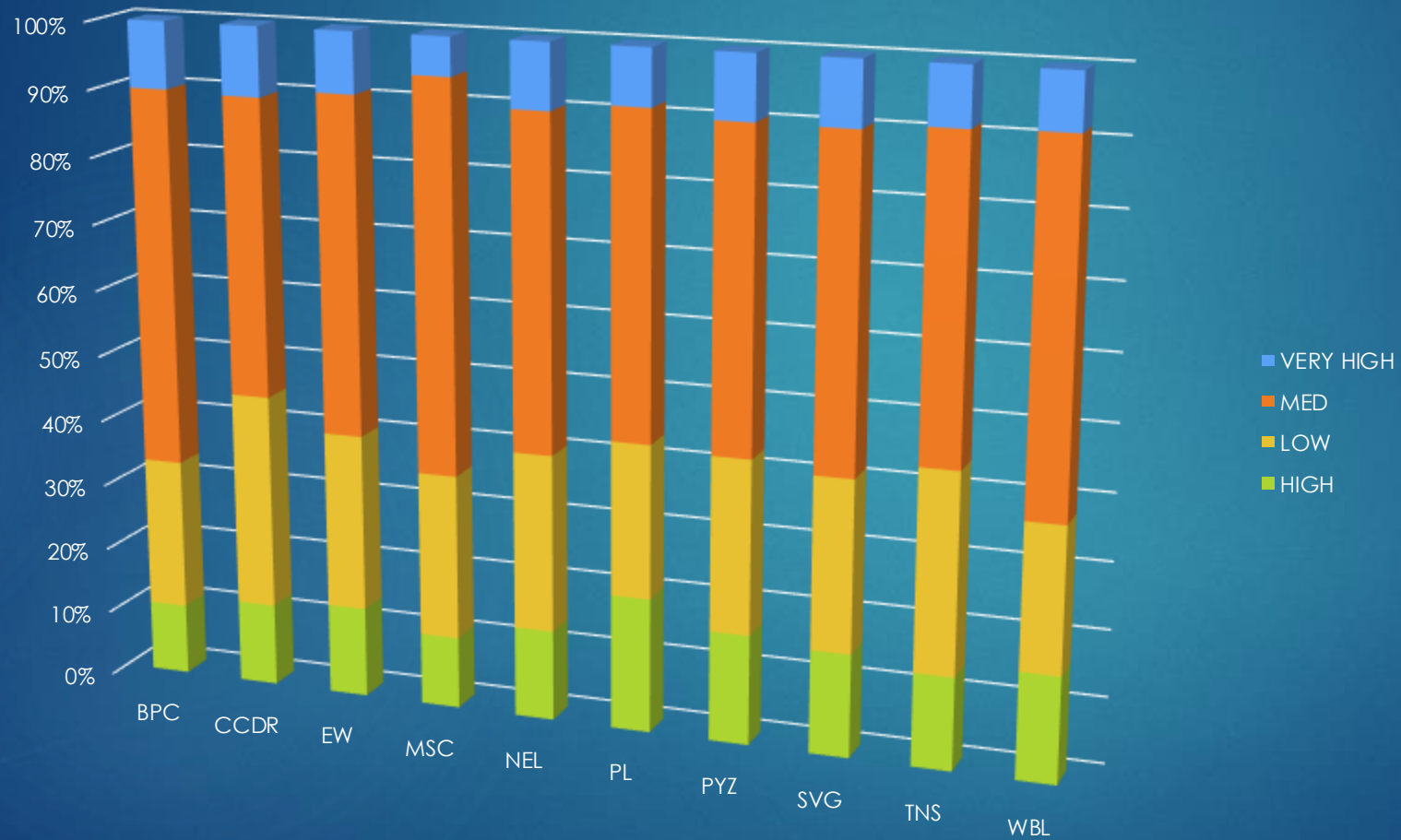
- PIVOT TABLE
- PIE CHART

VISUALIZATION

- Graph
- Pie chart

RESULTS

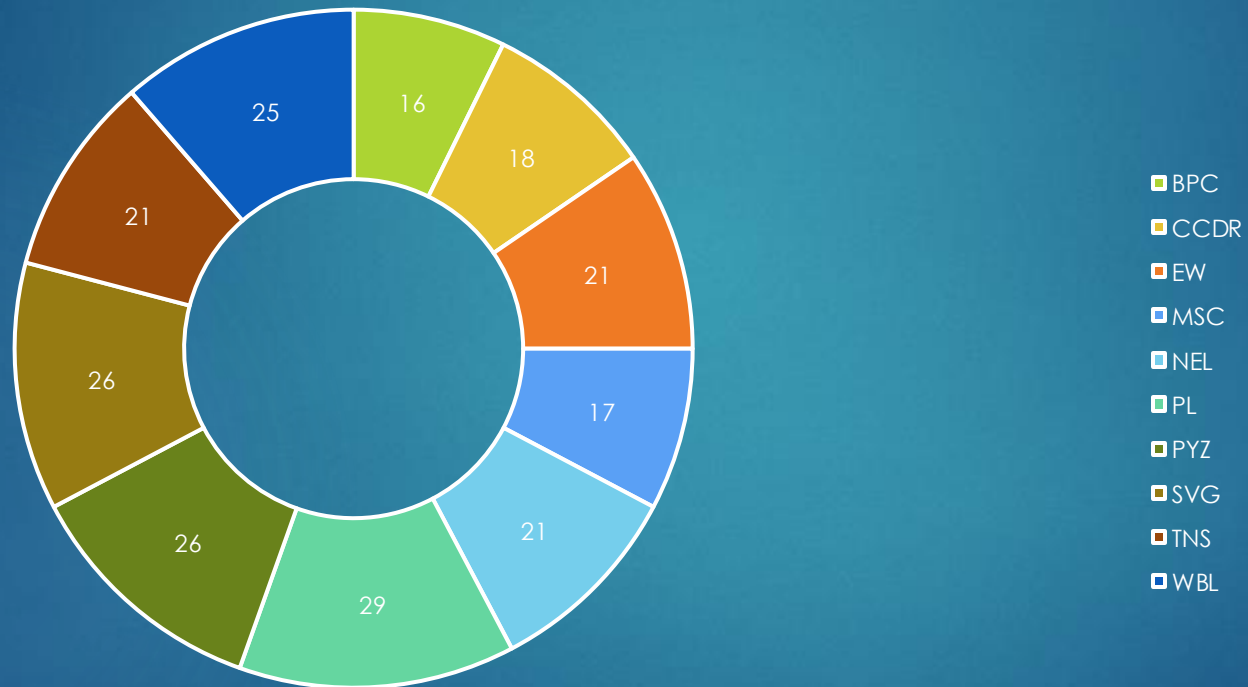
Empolyee Performance Analysis



RESULTS

HIGH LEVEL EMPLOYEES

High Level Employee Performance Analysis



CONCLUSION

EMPLOYEE PERFORMANCE ANALYSIS

- BY COMPARING THE PERFORMANCE OF THE EMPLOYEES. THE EMPLOYEES ARE HIGHER IN NUMBER. THERE ARE MORE PEOPLE IN AVERAGE LEVEL EMPLOYEES.
- WE HAVE TO MOTIVAYE THE EMPLOYEES TO DEVELOP THEIR SKILLS AND TALENTS TO ACHIEVE THE ORGANISATIONAL GOALS AND OBJECTIVES TO REACH THE PLACE OF HIGH LEVEL PERFORMANCE TO SUSTAIN THE GOALS AND TARGETS.
- WE HAVE TO TRAIN AND DEVELOP THE EMPLOYEES WITH BETTER OUTCOME TO REACH THE ORGANISATIONAL GOALS.