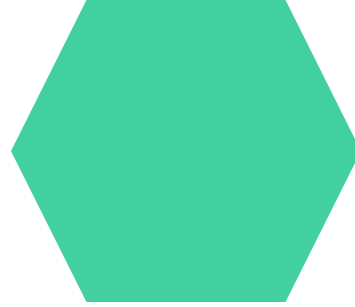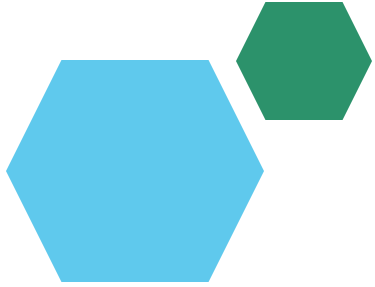# Employee Data Analysis using Excel

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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

Conditional formatting
Filtering
pivot table graph
pie chart
Formula

PROJECT OVERVIEW

To create a comprehensive Excel-based dashboard to analyse and visualize employee performance data, enabling HR and management to make data-driven decisions.

WHO ARE THE END USERS?

- HR managers
- Team leaders
- Department heads
- Stakeholders
- Organisation

OUR SOLUTION AND ITS VALUE PROPOSITION

- Our solution utilizes Excel for employee performance analysis, offering in-depth insights into productivity and efficiency.
- The value proposition includes empowering decision-makers with data-driven insights for resource optimization and performance enhancement.
- The solution streamlines performance evaluation, facilitates informed decision-making, and drives continuous improvement within the organization.

Dataset Description

We took the employee datas from kaggle website.
We have 26 features totally. But, We used only 9 of the features.
We entered the name of the employees in Alphabetical order. And we also entered the employee type in Alphabetical order.
We entered the performance level of the employee in Numerical value.
We entered the gender of the employees as Male/Female.
We entered the data of employee rating in Numerical value.
We entered the Business unit in Alphabetical order.

THE "WOW" IN OUR SOLUTION

➢ PERFORMANCE LEVEL =IFS(Z8>=5,"VERY

HIGH",Z8>=4,"HIGH",Z8>=3,"MED",TRUE,"LOW")

MODELLING

Model Evaluation
Residual Analysis: Analyse residuals (differences between observed and predicted values) to assess model fit. Create a scatter plot of residuals vs. predicted values.

Exploratory Data Analysis (EDA)
Summary Statistics: Use TIF functions to get basic statistics and understand the distribution of performance metrics.

Automation and Updating
Formulas and Macros: Automate repetitive tasks using Excel formulas and VBA macros. For example, write a macro to update your data and run analyses automatically.

Data Preparation
•**Import Data**: Load your employee dataset into Excel. This might include columns such as employee ID, job role, performance metrics, attendance records, and feedback scores.

RESULTS
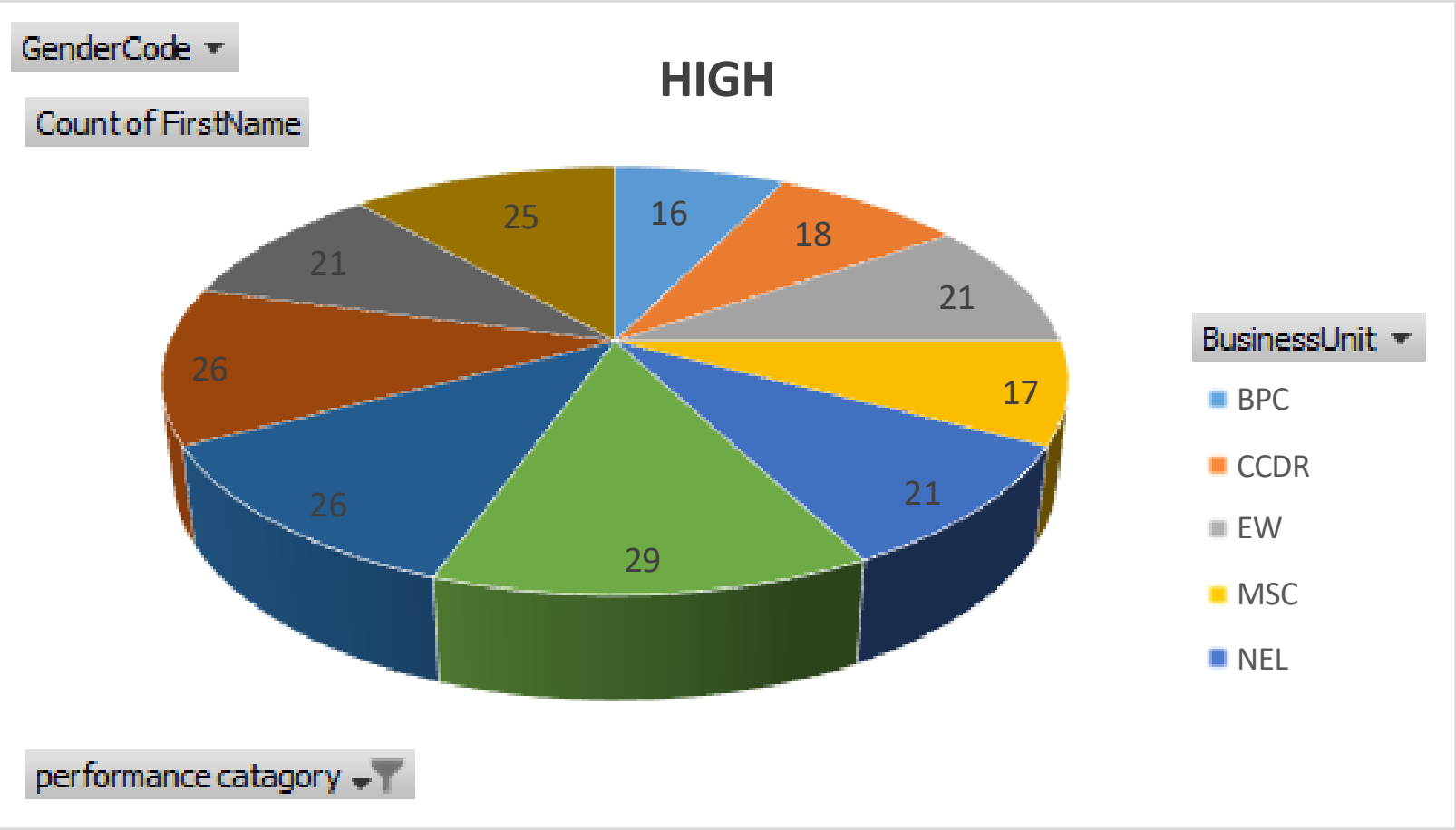
conclusion

The employee data analysis reveals key insights into turnover trends, job satisfaction factors, and performance patterns. These findings have significant implications for organisational practices, guiding actionable recommendations to improve recruitment, retention, and employee engagement. The effectiveness of the models used was assessed, highlighting their accuracy while noting any limitations. Moving forward, further analysis and ongoing monitoring are recommended to refine strategies and ensure continued improvement.