

Employee Data Analysis using Excel



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PROJECT TITLE

**Employee attrition analysis using
Excel dashboard**




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

1. ****Problem Statement****
2. ****Data Collection**** 
3. ****Data Preprocessing****
4. ****Exploratory Data Analysis (EDA)****
5. ****Dashboard Design****
6. ****Dashboard Implementation****
7. ****Result Analysis and Interpretation****
8. ****Recommendations**** 

9. ****Stakeholder Communication****

PROJECT OVERVIEW

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1. **Project Objective**
 2. **Data Collection**
 3. **Data Preprocessing**
 4. **Exploratory Data Analysis (EDA)**
 5. **Dashboard Design**
 6. **Visualization and Insights**
 7. **Recommendation Development**
 8. **Project Deliverables**
 9. **Communication and Reporting**

WHO ARE THE END USERS?

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1. **HR Managers** an
2. **Department Heads**
3. **Senior Leadership/Executives**
4. **Talent Management Teams**
5. **Compensation and Benefits Teams**
6. **Employee Engagement Teams**
7. **Data Analysts**
8. **Recruitment Teams**



OUR SOLUTION AND ITS VALUE PROPOSITION

Our Solution

1. **Interactive Excel Dashboard**
2. **Comprehensive Data Analysis**
3. **Predictive Insights**
4. **Customizable Filters**

Value Proposition

1. **Data-Driven Decision Making**
2. **Cost-Effective Solution**
3. **Actionable Insights**
4. **Improved Employee Retention**

Dataset Description

1. **Employee Demographics**
2. **Department and Job Role**
3. **Tenure and Experience**
4. **Salary and Compensation**
5. **Performance Ratings**
6. **Job Satisfaction and Engagement Scores**
7. **Attrition Status**
8. **Leave and Absenteeism Data**
9. **Training and Development**
10. **Work-Life Balance Indicators**

THE “WOW” IN OUR SOLUTION

1. **Real-Time Data Visualization**
2. **Interactive Filters and Slicers**
3. **User-Friendly Interface**
4. **Customizable Dashboards**
5. **Automated Data Updates**
6. **Predictive Attrition Modeling**
7. **In-Depth Drill-Down Analysis**
8. **Actionable Insights at a Glance**

MODELLING

	A	B	C	D	E	F
	Emp ID	Name	Gender	Department	Salary	Start
2	PR00746	Hogan Iles	Female	Accounting	114177.23	18-Mar
3	SQ03476	Inger Andriveaux	Male	Accounting	107107.6	13-Aug
4	VT02374	Delphine Jewis	Female	Accounting	71823.56	Oct 1, 1990
5	VT02374	Delphine Jewis	Female	Accounting	71823.56	Oct 1, 1990
6	VT03849	Leonidas Cavaney	Male	Accounting	52246.29	18-Apr
7	SQ01519	Caron Kolakovic	Male	Accounting	49915.14	26-Mar
8	SQ02223	Pippy Shepperd	Female	Accounting	44845.33	26-Jul
9	PR04473	Wyn Treadger	Female	Business Development	90884.32	19-Apr
10	SQ02559	Aldrich Glenney	Male	Business Development	88511.17	27-Dec
11	TN01876	Aileen McCritchie	Male	Business Development	86558.58	10-Aug
12	PR01346	Adolph McNalley	Male	Business Development	86233.83	5-Feb
13	PR04380	Van Tuxwell	Female	Business Development	85918.61	18-Nov
14	SQ00144	Collen Dunbleton	Male	Engineering	118976.16	Oct 16, 1990
15	TN01281	Cletus McGarahan	Female	Engineering	114425.19	27-Jan
16	SQ02643	Niko MacGille	Female	Engineering	88425.08	Jul 16, 1990
17	VT00687	Adrianne Gave	Male	Engineering	78443.78	May 14, 1990
18	SQ02525	Mickie Dagwell	Male	Engineering	50855.53	Jan 25, 1990
19	VT04984	Dell Molloy	Male	Engineering	47362.62	22-Mar
20	VT02539	Devinne Tuny	Male	Engineering	39969.72	10-Dec
21	VT03552	Karyn Creeghan	Male	Engineering	36536.26	Jun 11, 1990
22	SQ03387	Robinia Scholling	Female	Human Resources	100731.95	Apr 15, 1990
23	TN04428	Tadio Audritt		Human Resources	99448.78	8-Jan
24	TN04175	Hinda Label	Female	Human Resources	92704.48	26-Nov
25	SQ01177	Riccardo Hagan	Male	Human Resources	86556.96	30-Sep
26	VT03993	Dulce Colbeck	Male	Human Resources	83396.5	30-Mar
27	TN04067	Lea Chaplin	Female	Human Resources	73488.68	15-Apr
28	TN03331	Crawford Scad	Male	Human Resources	72876.91	27-Mar
29	TN03575	Janina Wolverson	Female	Research and Development	99683.67	4-Feb
30	VT02260	Rhiamon Mollison	Female	Research and Development	59434.18	10-Apr
31	TN00464	Maritsa Marusic	Male	Research and Development	52748.63	27-Jan
32	PR01662	Genevra Friday	Female	Research and Development	50449.46	14-Nov
33	VT04373	Edi Hofton	Male	Research and Development	28160.79	29-Jan
34	VT00596	Letisha Carrett	Female	Sales	84598.88	12-Oct
35	PR03445	Myrle Prandoni	Male	Sales	62195.47	26-Aug
36	PR03024	Estell Woodland	Male	Sales	32402.45	4-Oct

RESULTS

	F	G	H
1	Start Date	Employee type	Work location
2	18-Mar-20	Permanent	Wellington, New Zealand
3	13-Aug-18	Permanent	Chennai, India
4	Oct 1, 2018	Temporary	Remote
5	Oct 1, 2018	Temporary	Remote
6	18-Apr-19	Temporary	Wellington, New Zealand
7	26-Mar-19	Permanent	Remote
8	26-Jun-18	Permanent	Seattle, USA
9	19-Apr-21	Permanent	Columbus, USA
10	27-Dec-19	Permanent	Columbus, USA
11	10-Aug-20	Permanent	Auckland, New Zealand
12	5-Feb-18	Permanent	Columbus, USA
13	18-Nov-19	Permanent	Columbus, USA
14	Oct 16, 2020	Permanent	Wellington, New Zealand
15	27-Jan-20	Permanent	Wellington, New Zealand
16	Jul 16, 2019	Permanent	Hyderabad, India
17	May 14, 2019	Fixed Term	Hyderabad, India
18	Jan 25, 2021	Permanent	Wellington, New Zealand
19	22-May-20	Temporary	Remote
20	10-Dec-18	Temporary	Columbus, USA
21	Jun 11, 2021	Temporary	Hyderabad, India
22	Apr 15, 2020	Permanent	Auckland, New Zealand
23	8-Jan-19	Fixed Term	Wellington, New Zealand
24	26-Nov-18	Fixed Term	Columbus, USA
25	30-Sep-20	Permanent	Hyderabad, India
26	30-Mar-21	Temporary	Auckland, New Zealand
27	15-Apr-19	Fixed Term	Seattle, USA
28	27-May-19	Fixed Term	Auckland, New Zealand
29	4-Feb-19	Fixed Term	Seattle, USA
30	10-Apr-20	Temporary	Seattle, USA
31	27-Jan-20	Permanent	Chennai, India
32	14-Nov-18	Permanent	Auckland, New Zealand
33	29-Jan-18	Temporary	Remote
34	12-Oct-20	Fixed Term	Seattle, USA
35	26-Aug-21	Permanent	Remote
36	4 Oct 21	Permanent	Hyderabad, India

conclusion

1. ***Summary of Key Insights***
2. ***Impact on Business Decisions***
3. ***Recommendations for Reducing Attrition***
4. ***Future Enhancements***
5. ***Final Thoughts on Employee Retention Strategies***