Employee Data Analysis using Excel

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PROJECT TITLE

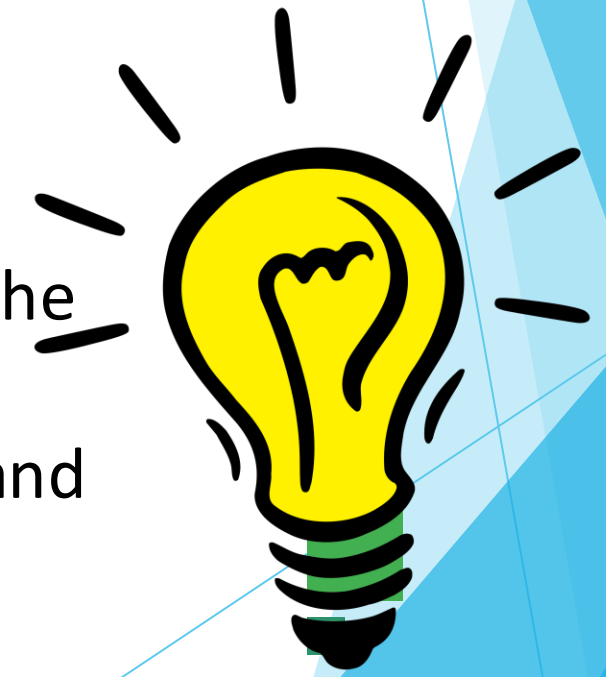
Employee Performance Analysis using Excel

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

- Analyzing the performance of employees based on job location.
- Describing the issues faced by the employees in their work location.
- Ensuring a balanced distribution of resources to their location.
- Assessing current employee distribution across the areas
- This will help them in identifying the problems and Difficulties in brief.



PROJECT OVERVIEW

- The primary objective of this project is to assess the performance of employees in relation to their job locations.
- Identify issues faced by employees at various locations.
- Ensure balanced distribution of resources, and assess the current distribution of employees across different areas.
- This analysis will help in identifying key challenges and difficulties, providing a foundation for strategic decision-making and resource allocation.

WHO ARE THE END USERS?

1. Human Resources (HR) Team:
2. Management and Leadership:
3. Operations and Logistics Teams:
4. Employee Relations Team:
5. Financial Planning and Analysis (FP&A):
6. Project Managers:.
7. IT and Infrastructure Teams:
8. Employee Development and Training Teams:

OUR SOLUTION AND ITS VALUE PROPOSITION

SOLUTIONS:

1.Centralized Data-Driven Decision-Making Platform
2.Tailored Resource Allocation and Support Strategy
3.Employee-Centric Solutions
4.Continuous Monitoring and Improvement

VALUE PROPOSITION:

1.Enhanced Employee Performance and Satisfaction
2.Optimized Resource Utilization
3.Strategic Decision-Making
4.Improved Organizational Efficiency
5.Strengthened Employee Relations and Retention
6.Competitive Advantage

Dataset Description

1.Location (Row Labels):

•Represents the different geographical locations where employees are based. Locations include cities in different countries and a "Remote" category.

2.Female:

•Number of female employees in each location.

3.Male:

•Number of male employees in each location..

4.Grand Total:

•Total number of employees in each location, adding up all genders (Female and Male).

Locations:

•Auckland, New Zealand
•Chennai, India
•Columbus, USA
•Hyderabad, India
•Remote
•Seattle, USA
•Wellington, New Zealand

Overall Summary:

•**Total Female Employees:** 95
•**Total Male Employees:** 95
•**Total (blank):** 6
•**Grand Total of Employees:** 196

THE "WOW" IN OUR SOLUTION

• **Challenges:** Uneven employee distribution across locations, incomplete gender data, and the complexity of managing geographically diverse teams.

•**Opportunities:** Improve data accuracy, optimize resource allocation, and enhance diversity and inclusion efforts.

•**Solution:** Strengthen data collection processes, implement dynamic resource allocation, and create tailored support programs for each location.

MODELLING

1**. Data Cleaning and Preprocessing:**

Handling Missing Data: Address the "(blank)" entries by investigating and filling in missing gender information where possible or categorizing them appropriately.

Standardization: Ensure all location names and gender labels are standardized for consistency.

2. :**Descriptive Analysis :**

Summary Statistics: Calculate total counts, averages, and percentages for gender distribution across locations.

Visualization: Create bar charts or pie charts to visualize gender distribution by location, highlighting any significant disparities.

3. Resource Allocation Model:

Employee Distribution :Use the data to develop a model that shows the current distribution of employees across locations.

Resource Needs Assessment: Based on employee numbers, assess the adequacy of current resources and identify where additional support might be needed.

4. Predictive Analysis:

Performance Forecasting: Develop models to predict how changes in resource allocation or employee distribution might impact performance outcomes.

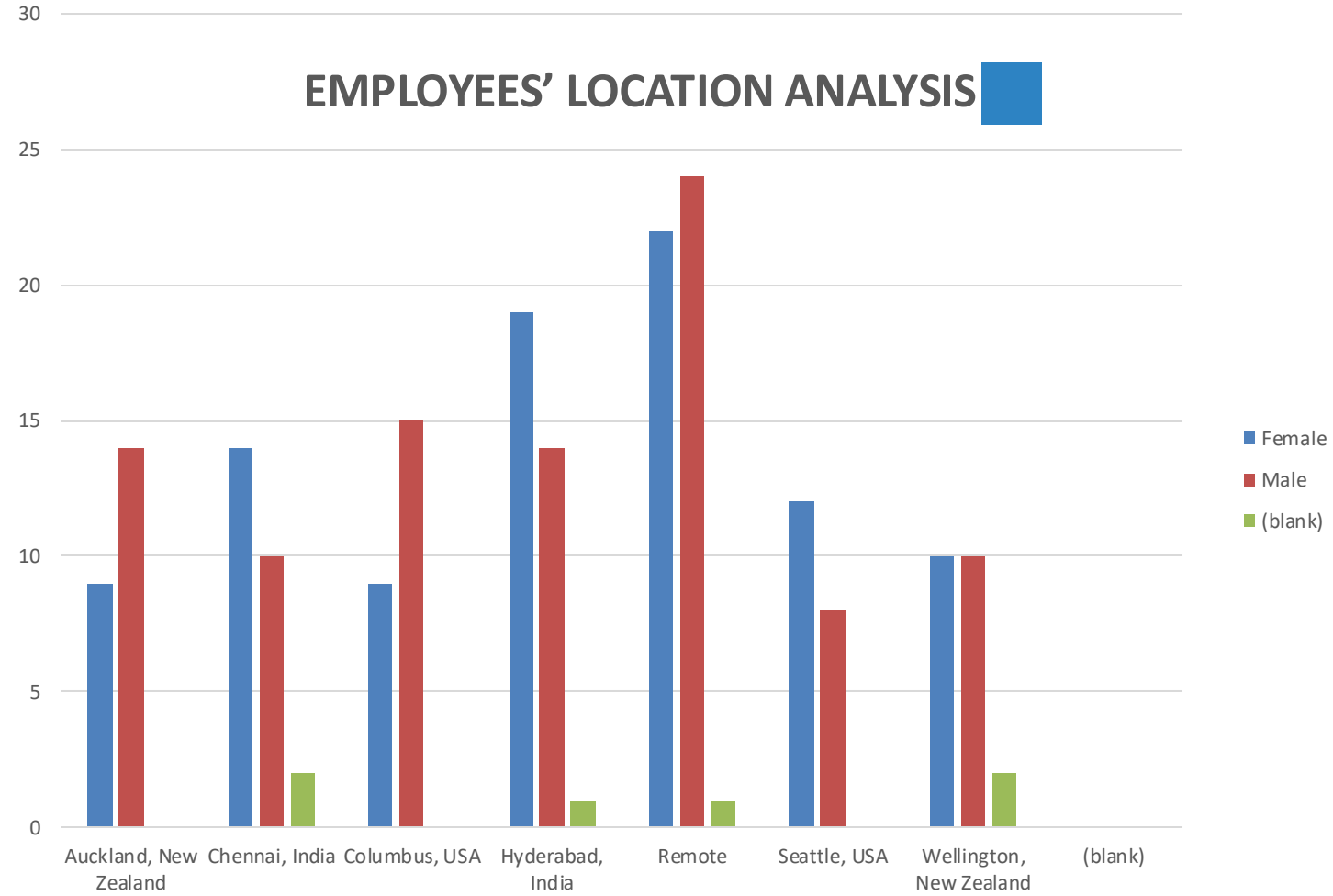
Scenario Analysis: Test various scenarios, such as increasing resources in under-supported locations, to predict the potential impact on employee satisfaction and performance.

5. Diversity and Inclusion Analysis:

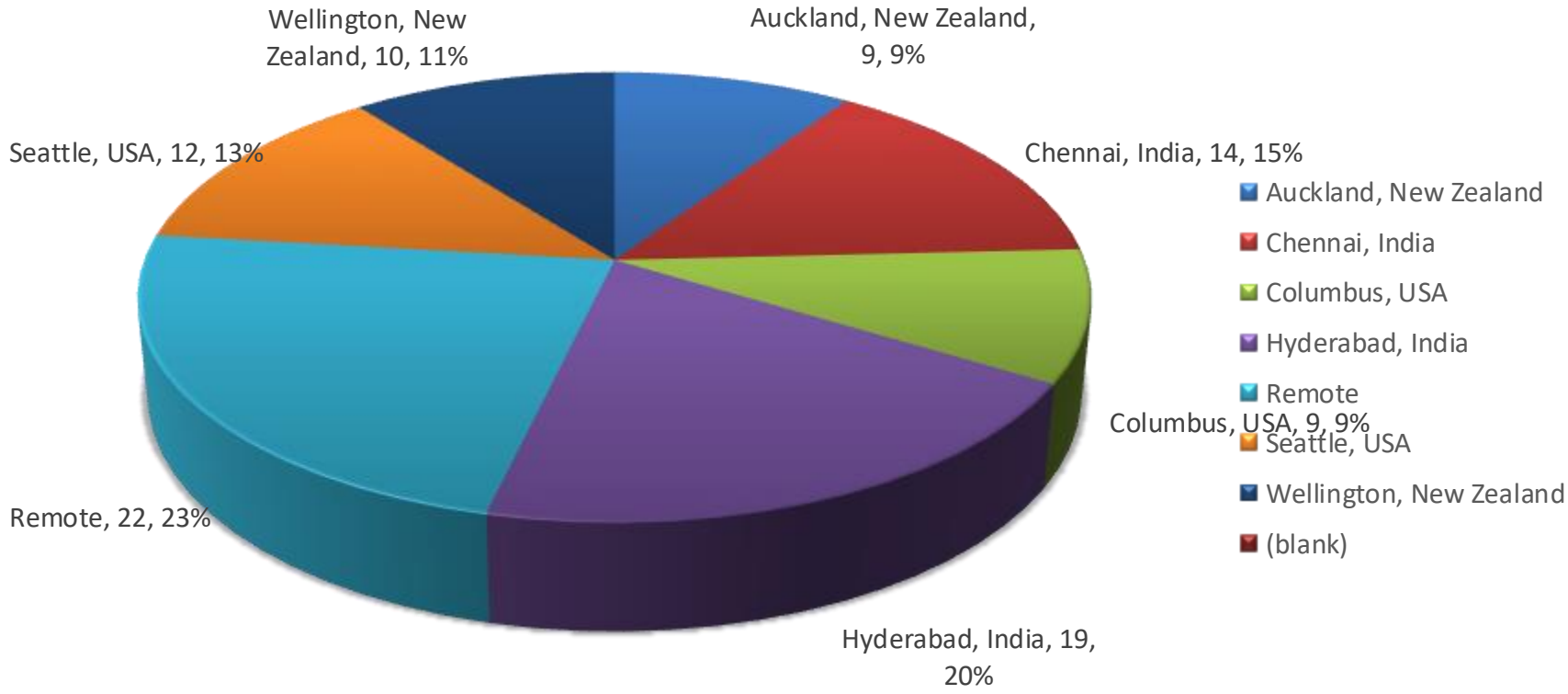
Gender Balance Assessment: Analyze the gender distribution to identify locations with significant gender imbalances.

Targeted Interventions: Model the impact of targeted diversity and inclusion programs aimed at improving gender balance.

RESULTS


EMPLOYEES' LOCATION ANALYSIS
30
25
20
15
10
5
0
Auckland, New Zealand
Chennai, India
Columbus, USA
Hyderabad, India
Remote
Seattle, USA
Wellington, New Zealand
(blank)
Female
Male
(blank)

EMPLOYEES LOCATION ANALYSIS



conclusion

- The data analysis of employee distribution across various job locations reveals several key insights. There is a noticeable variation in employee counts, with the **"Remote"** category having the highest concentration of employees, suggesting potential imbalances in resource allocation and support. The presence of incomplete gender data in certain locations underscores the need for improved data collection processes to ensure accurate analysis.
- Addressing these issues provides an opportunity to optimize resource distribution, ensuring that all locations are adequately supported. Furthermore, the analysis highlights the importance of targeted diversity and inclusion initiatives to balance gender representation across different locations.

In conclusion, by refining **data accuracy, reallocating resources effectively, and focusing on diversity efforts, the organization can enhance overall performance, employee satisfaction, and inclusivity across all job locations.**