

Employee Data Analysis using Excel



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PROJECT TITLE

Employee Attrition Analysis
Using Excel DasAhboards



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

In the excel sheet, the problem engaged is related to Employee Attrition Analysis Using Excel Dashboard, where the data includes their Name, department, gender, monthly salary longevity and grade of those employee for the analysis



PROJECT OVERVIEW

"Our company is facing higher employee turnover, and we need to figure out why. The goal of this project is to create an Excel dashboard that helps us analyze data on employees who have left the company. The dashboard will show patterns related to factors like how long employees stay, which departments they work in, their job roles, and their performance



WHO ARE THE END USERS?

The end users of the Employee Attrition Analysis dashboard typically include:

1. HR Managers and Recruiters*: To identify trends and patterns in employee turnover and to develop strategies for improving retention.
2. Senior Management and Executives*: To make informed decisions on company-wide policies, compensation structures, and talent management strategies.
3. Team Leads and Department Heads*: To understand attrition within their teams or departments and to take proactive steps to address any issues.
4. Data Analysts*: To further analyze and interpret the data for more detailed insights and reporting.
5. Employee Relations Specialists*: To address specific concerns related to employee satisfaction and retention. These users will rely on the dashboard to inform their decisions and actions regarding employee retention and company culture.

Here's a description of your solution and its value proposition:---*Solution:*"Our solution is a dynamic Excel dashboard that provides comprehensive insights into employee attrition. The dashboard consolidates and visualizes key data, allowing users to easily identify trends, patterns, and root causes of employee turnover.

It includes features such as interactive charts, filtering options, and summary metrics that can be customized to focus on specific departments, roles, or time periods."*Value Proposition:*"Our Excel dashboard empowers HR professionals, managers, and executives to make data-driven decisions that directly impact employee retention. By offering clear and actionable insights into why employees leave, the solution helps organizations proactively address issues, improve workplace satisfaction, and ultimately reduce turnover.

This not only saves costs associated with hiring and training new employees but also strengthens overall employee morale and organizational stability."

OUR SOLUTION AND ITS VALUE PROPOSITION

Conditional formatting:

With the use of conditional formatting, the values of the basic salary, overtime-pay, longevity, grade are fill with different colors to indicate the above and below average range of the data set.

Table:

in the insert tab, with the table option , the table is created which helps us in sorting the data A to Z or Z to A, which ever we want also there is a option to sort by color.

Formulas:

By using the formulas , the total sum of the salaries and other data added up
Also using the average formula the average of the data is calculated

Graph:

The graph is used to describe the basic salary and overtime pay, which helps us to understand the format of the data.

Also ,pie chart and line chart is used to describe the latter separately.



Dataset Description

This dataset is about Employee Attrition Analysis using Excel Dashboard Dataset Analysis:

It is download in kaggle website. The features considered in this data set are:
The data with alpha series, where the department, division and others are mentioned with the help of Alphabets.

- Name of the employee
- Department
- Division
- Gender

The data with numeric series, where the values are mentioned with the help of numbers.

- Monthly salary
- Longvity
- Grade

THE "WOW" IN OUR SOLUTION



- The wow factor in this dataset analysis is that the formulas is used, then the use of conditional formatting to fill the data with colors and unique rule is also given, moreover the indicating factor as symbols are used.



MODELLING

1.Data collection:

the data set is collected via kaggle website

2.feature:

the feature related to the taken into Employee Attrition Analysis dashboard consideration for this analysis using Excel.

3.Data cleaning:

The unwanted data is cleared hereby by using sort and filter options

4.Salary level:

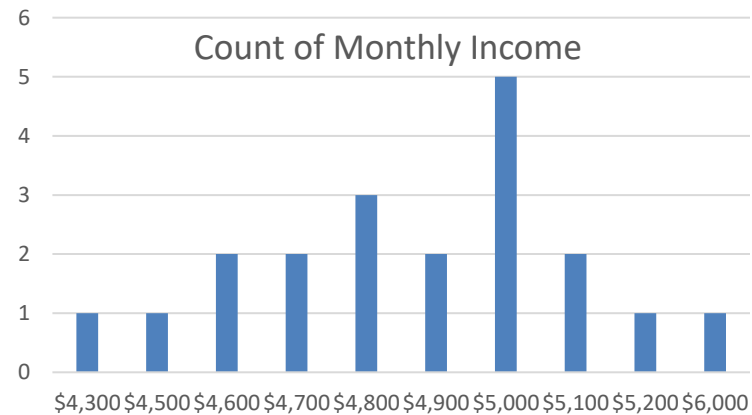
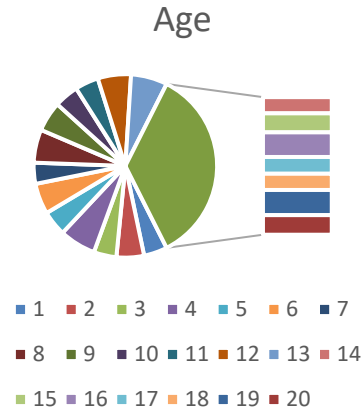
the salary of the employee are identified and also compared with other factors

5.grade:

After checking out the salaries , the grading is done and with sort and filter the grade is sorted from highest to lowest.

RESULTS

By seeing this chart, the Monthly salary employee and is Age visulaised,thus providing effective way to conclude the analysis .



conclusion

"Through the development and implementation of the Employee Attrition Analysis dashboard, our organization now has a powerful tool to understand and address the factors driving employee turnover. By analyzing key metrics and trends, we can make informed decisions that enhance employee satisfaction and retention.

Ramya.S