

Employee Data Analysis using Excel

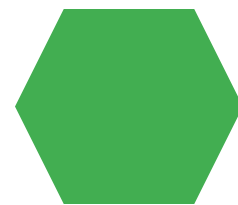


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COLLEGE: MEENAKSHI COLLEGE FOR WOMEN



PROJECT TITLE



EMPLOYEE DATA ANALYSIS BASED ON JOB ROLE,LEVEL,GENDER 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

To analyze the gender distribution across various job roles within [Company Name] using Excel, in to identify potential gender imbalances and trends that may inform diversity includes strategies analyze and understand distribution and representation of employees in a company based on their job organization, and gender. The goal is a derive insights on the demographic composition and career progression patterns to support HR decision-making and diversity initiatives.

PROJECT OVERVIEW

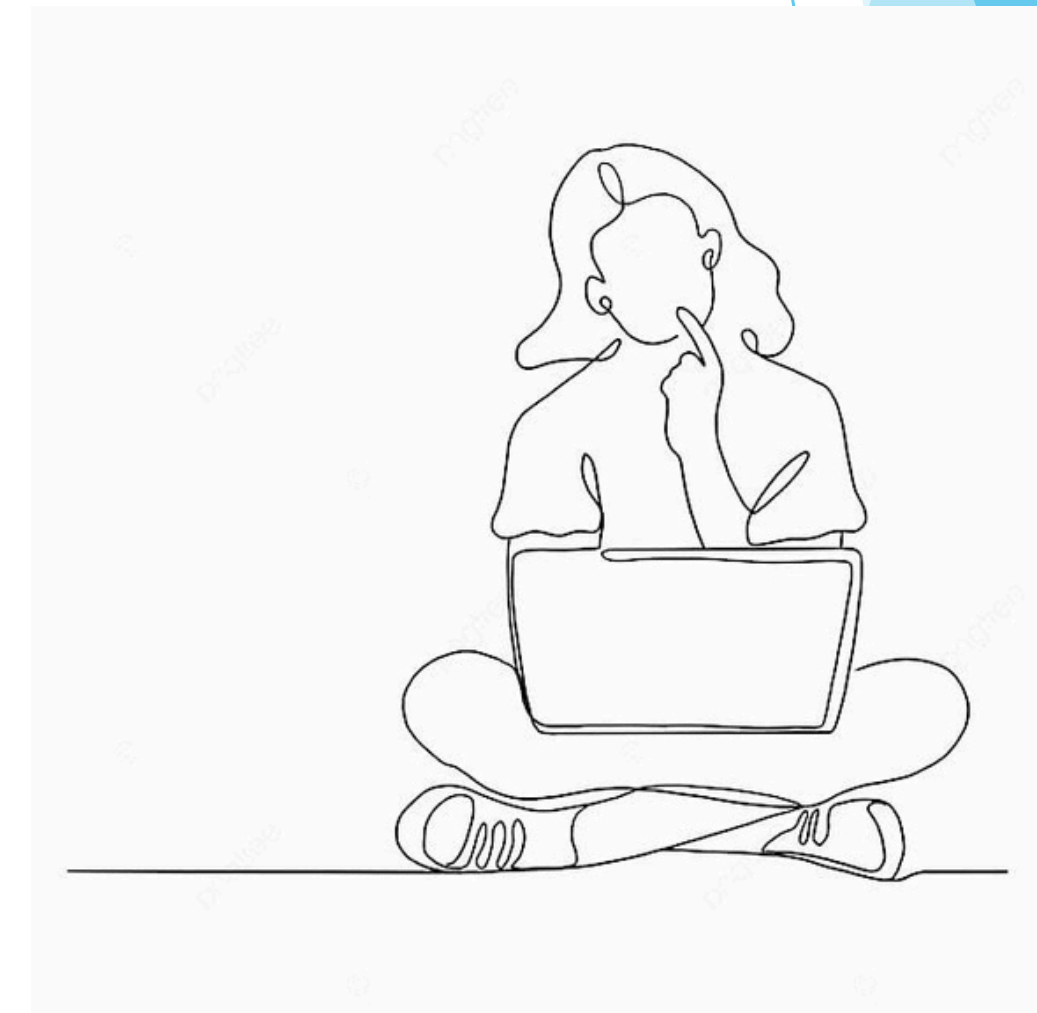
Pay Equity: If salary data is included, use similar analysis to compare average salaries by gender and job role level. Create formulas Analyze existing employee performance data by gender. Conduct surveys and focus groups to gather additional data.

Objective: To understand how job roles, levels, and gender distribution affect various metrics such as salary, performance ratings, or turnover rates.



WHO ARE THE END USERS?

- **HUMAN RESOURCE**
- **MANAGEMENT AND LEADERSHIP**
- **TEAM LEADERS AND SUPERVISORS**
- **EMPLOYEES**
- **EXECUTIVE LEADERSHIP**
- **BUSINESS ANALYSTS**
- **RECRUITERS**



OUR SOLUTION AND ITS VALUE PROPOSITION

- **FILTERING- REMOVE VALUES**
- **PIVOT TABLE - SUMMARY OF
EMPLOYEE PERFORMANCE**
- **BAR DIAGRAM – FINAL REPORT**



Dataset Description

- EMPLOYEE DATA SET- KAGGLE
- FEW FEATURES IN EXCEL

Employee ID: A unique identifier assigned to each employee.

Age: The age of the employee, ranging from 18 to 60 years.

Gender: The gender of the employee Years at Company: The number of years the employee has been working at the company.

Monthly Income: The monthly salary of the employee, in dollars

.Job Role: The department or role the employee works in, encoded into categories such as Finance, Healthcare, Technology, Education, and

Work-Life Balance: The employee's perceived balance between work and personal life, (Poor, Below Average, Good, Excellent)

Job Satisfaction: The employee's satisfaction with their job: (Very Low, Low, Medium, High)

THE "WOW" IN OUR SOLUTION

- Effective data visualization makes it easier to present complex data in an engaging and understandable way.
- Well-presented data can have a significant impact on decision-makers, helping to drive change and innovation.



MODELLING

- **STEP -1**
DOWNLOAD THE EMPLOYEE DATASET AND OPEN THE EMPLOYEE DATASET IN NAN MUDHALVAN.
- **STEP -2**
SELECT THE ENTIRE DATA AND CLICK ON DATA AND CLICK ON FILTER OPTION.
- **STEP -3**
SORT FROM A TO Z ORDER.
- **STEP -4**
SELECT THE ENTIRE DATA AND CLICK ON INSERT AND CLICK ON PIVOT TABLE TO CREATE PIVOT TABLE.

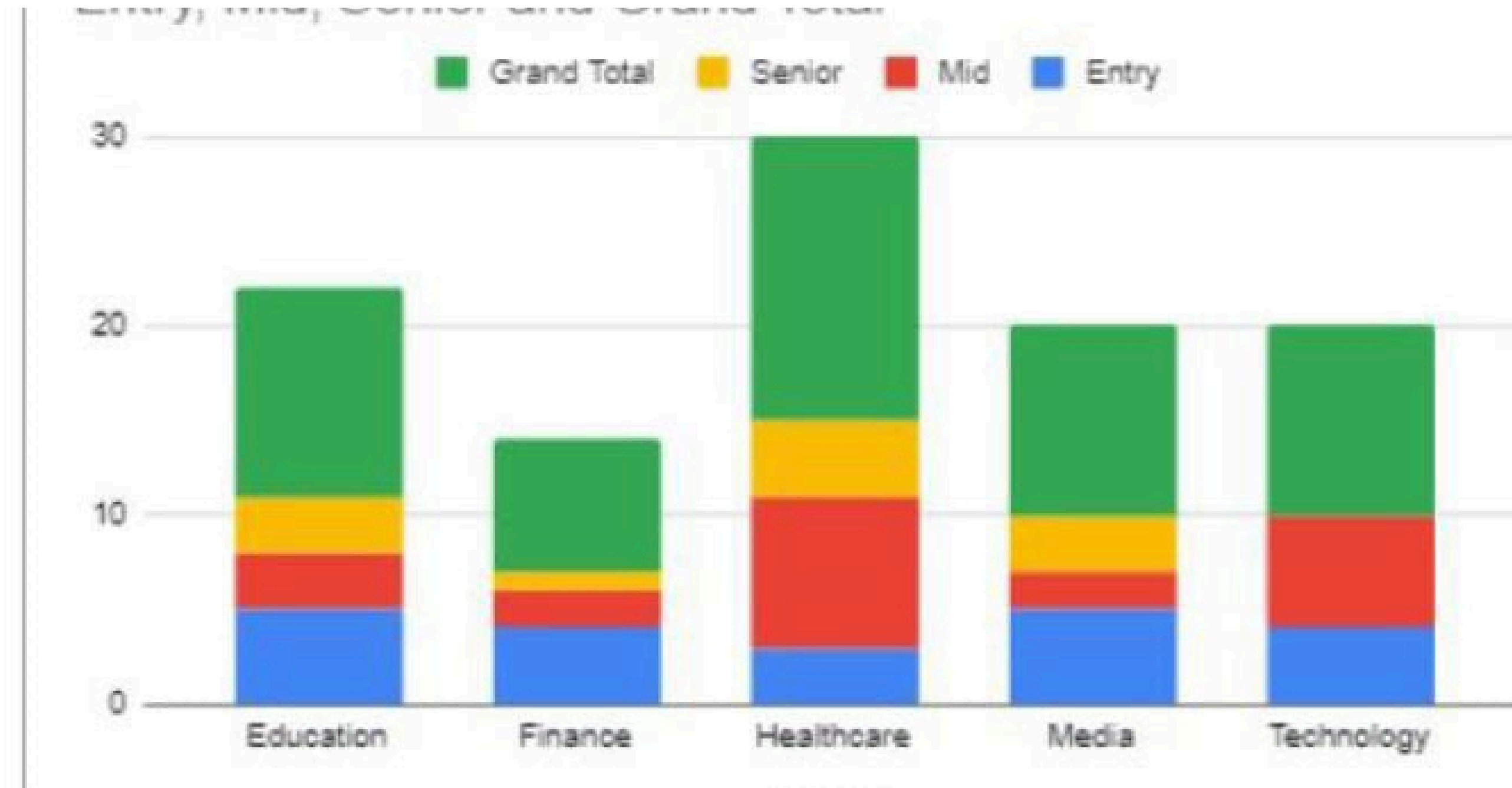
- **STEP -5**
DRAG THE NEEDED DATA AND CREATE A PIVOT TABLE.
- **STEP -6**
SELECT THE PIVOT TABLE AND CLICK ON INSERT.
- **STEP-7**
NOW CLICK ON THE CHART THAT YOU WANT.
- **STEP -8**
THE CHART IS CREATED.

RESULTS

1. TABLE

TA of Gen Job Level				
le	Entry	Mid	Senior	Grand Total
tion	5	3	3	
e	4	2	1	
care	3	8	4	
	5	2	3	
ology	4	6		
Total	21	21	11	

2. BAR DIAGRAM



CONCLUSION

- By analyzing employee data in Excel, you can identify trends and patterns that inform HR decisions. For example, if you find a significant gender imbalance in senior roles, it might indicate a need for targeted development programs to support career .
- Based on the analysis of our employee data, we observe that there is a notable gender imbalance in senior technical roles, with a predominance of males.