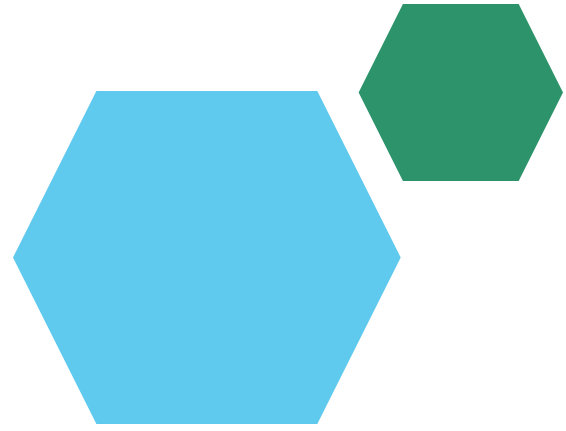
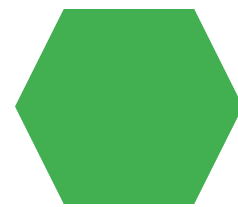


Employee Data Analysis using Excel



STUDENT NAME: AFREEN.B
REGISTER NO: 122201617
DEPARTMENT: B.COM (cs)
COLLEGE The quaide milleth college for men



PROJECT TITLE



IBM employee Data set



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



Employee attrition is a major cost to an organization and predicting such attritions is the most important requirement of the Human Resources department in many organizations. In this problem, your task is to predict the attrition rate of employees of an organization.

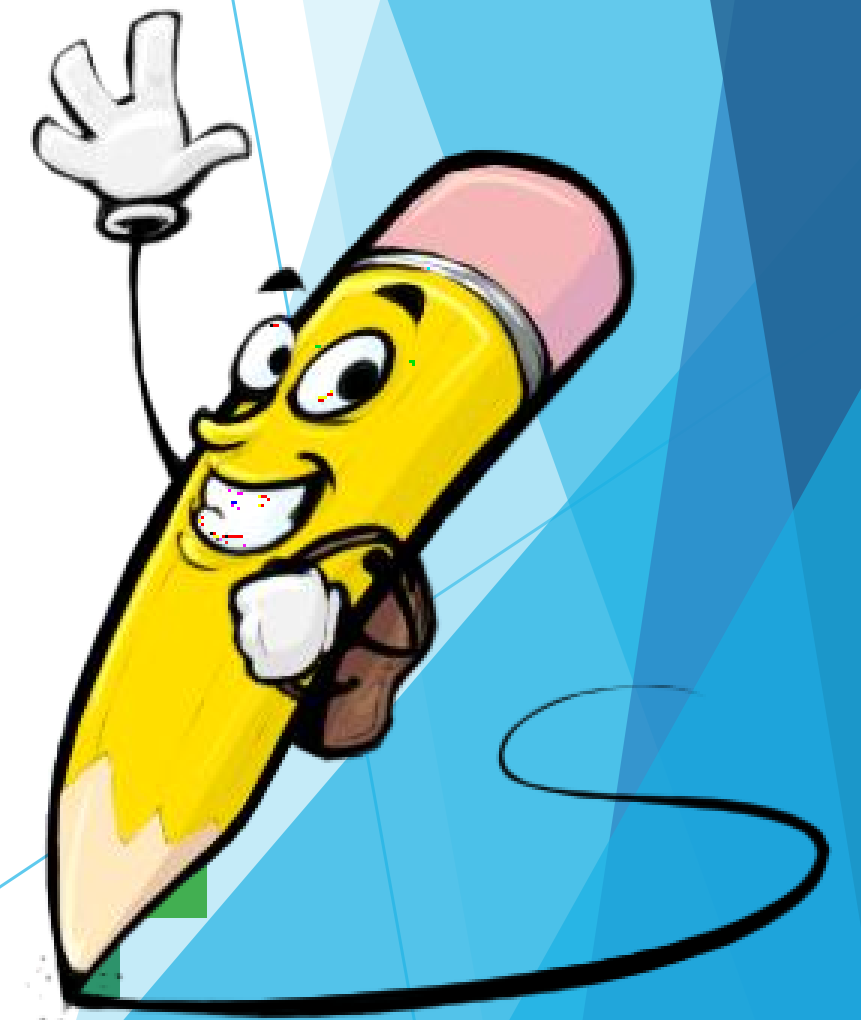


PROJECT OVERVIEW



IBM is known for its hardware and software products, including computers, servers, storage systems and networking equipment.

Big data refers to extremely large and diverse collections of structured, unstructured, and semi-structured data that continues to grow exponentially over time. These datasets are so huge and complex in volume, velocity, and variety, that traditional data management systems cannot store, process, and analyze them.



WHO ARE THE END USERS?



An end user is a person or other entity that consumes or makes use of the goods or services produced by businesses. In this way, an end user may differ from a customer—since the entity or person that buys a product or service may not be the one who actually uses it.



OUR SOLUTION AND ITS VALUE PROPOSITION



■

system value contains control information that operates certain parts of the system. A user can change the system values to define the work environment. Examples of system values are system date and library list. There are many system values.

IBM's unique proposition is its focus on developing cutting-edge technologies and innovative solutions to address complex business challenges.

■
■

Dataset Description

The IBM HR Analytics Employee Attrition & Performance dataset is a fictional data set that contains at least 30 features of categorical and discrete data. The data is both numerical and text values that can be used to analyze employee data from hiring to firing, on boarding, and attrition. The dataset includes a PDF file with a table that contains information on attributes.

THE "WOW" IN OUR SOLUTION



By recognizing and rewarding employees for their skills and achievements, companies can attract top talent, build trust with clients, and position themselves as leaders in the industry. Altogether this means high-value badges can help employees feel a sense of motivation to continue growing in their careers.



MODELLING

1. might want to define an entity for employees called EMPLOYEE because you need to store information about everyone who works for your organization.
2. You might also define an entity, called DEPARTMENT, for departments. Next, you define primary keys for your entities.

RESULT

S



There are 1470 employees at IBM. 1233 of those employees have stayed with the company while 237 have churned. Of the 1470, 31% of employees are very satisfied with their jobs. The attrition rate is 16.12%.

During its earnings call in January 2023, the company announced that it would be eliminating 3,900 positions



conclusion

In conclusion, data analytics is a powerful tool for improving
employee performance
measurement, enabling organizations to make better
decisions, drive performance
improvements, and stay ahead in today's competitive
business landscape