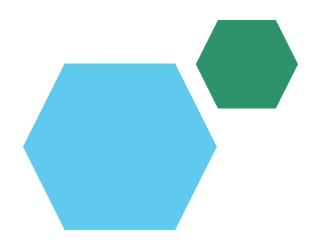
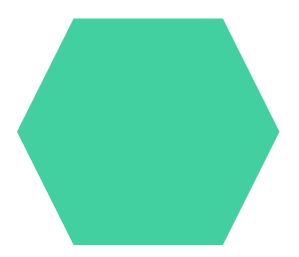
Employee Data Analysis using Excel





STUDENT NAME:S.BASHEERA AFROSE

REGISTER NO:122203965

DEPARTMENT: B.COM (C.S)-A

COLLEGE: SHRI KRISHNASWAMY COLLEGE FOR WOMEN





PROJECT TITLE



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. Determine male/female proportions
- 2. Identify departments with gender imbalances
 - 3. Analyze gender pay gaps
 - 4. Visualize trends over time

Using:

- Employee ID
- Department
 - Job Title
 - Gender
- Date of Hire
 - Salary

Desired outcomes:

- 1. Summary stats
- 2. Department breakdown
- 3. Gender pay gap visualization
 - 4. Trend analysis



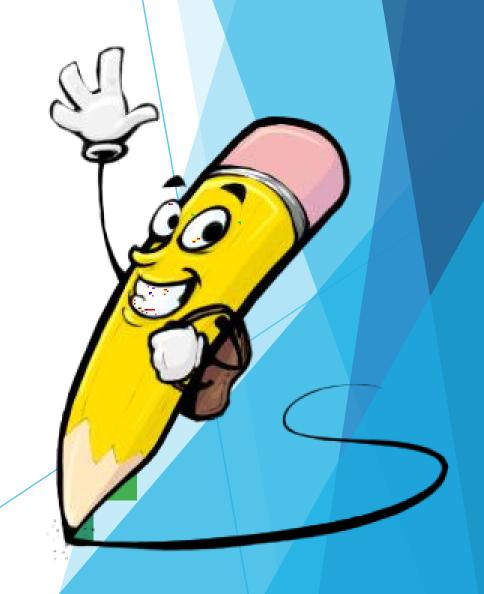
PROJECT OVERVIEW

"Employee Gender Analysis Project"

Analyze [Company Name]'s workforce gender distribution using Excel to:

- Identify imbalances by department/job title
 - Analyze gender pay gaps
 - Visualize trends

Delivering actionable insights for diversity initiatives and inclusive workplace.





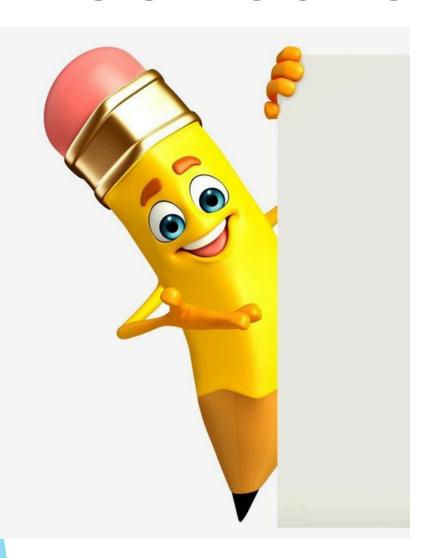
WHO ARE THE END USERS?

End Users:

- 1. HR Managers
- 2. Senior Leadership
- 3. Diversity & Inclusion Teams
 - 4. Department Heads
 - 5. Business Analysts

These stakeholders will utilize the Excel analysis to inform diversity initiatives, policy decisions, and promote an inclusive workplace culture.

OUR SOLUTION AND ITS VALUE PROPOSITION



Value Proposition:



- Identify gender imbalances and pay gaps
 - Track diversity metrics and trends
 - Inform data-driven decisions
 - Enhance diversity initiatives
 - Foster inclusive workplace culture

Benefits:

- Improved diversity and inclusion
 - Data-driven decision-making
 - Enhanced HR analytics
 - Compliance
- Increased employee satisfaction and retention

Dataset Description

Variables:

- 1. Employee ID
 - 2. Name
- 3. Department
 - 4. Job Title
 - 5. Gender
- 6. Date of Hire
 - 7. Salary
 - 8. Job Level
 - 9. Location
 - 10. Age

Source: HR Database/Employee Records

THE "WOW" IN OUR SOLUTION





- 2. Automated Reports
- 3. Predictive Insights
 - 4. Customizable
- 5. Real-Time Updates

Key Benefits:

- Improved Diversity
- Enhanced Analytics
- Data-Driven Decisions
 - Increased Efficiency
 - Better Compliance

MODELLING

Employee Gender Analysis Models in Excel:

Descriptive: Gender Distribution, Pay Gap, Diversity Metrics

Analytical: Regression, T-Test, Correlation

Visualization: Heat Maps, Scatter Plots, Tree Maps

Statistical: Chi-Square, Logistic Regression, Survival Analysis

Excel Tools:

PivotTables

Charts

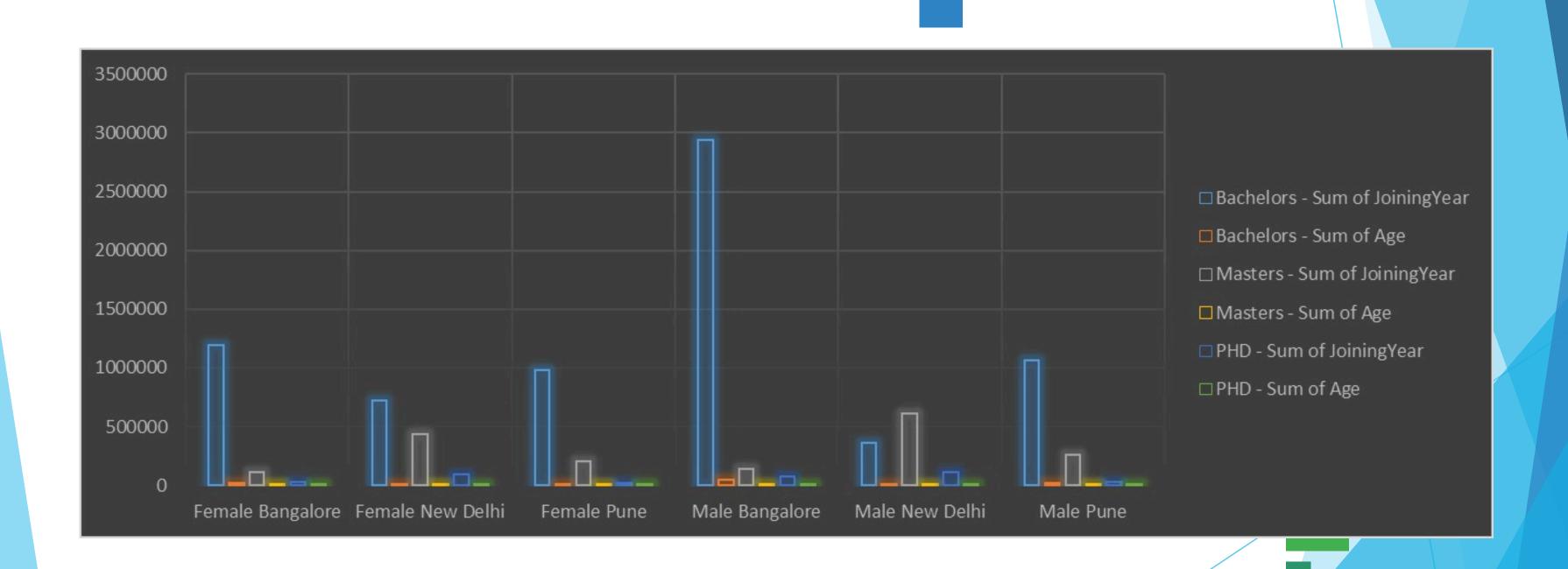
Conditional Formatting

Formulas

Power Query/Power BI



RESULT S



conclusion

Key Takeaways:

- 1. Identified gender imbalances & pay gaps
 - 2. Analyzed diversity metrics & trends
- 3. Informed HR initiatives & policy changes

Recommendations:

- 1. Regularly update & analyze data
- 2. Develop targeted diversity initiatives
- 3. Monitor progress & adjust strategies

This analysis promotes a fair, equitable, and inclusive work environment.