

Employee Data Analysis using Excel



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PROJECT TITLE

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**Employee gender 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

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"The organization aims to understand the gender distribution within its workforce and identify any disparities in employment, promotion, and salary based on gender. Using Excel, the company will analyze the current employment data to evaluate gender representation across different departments, job levels, and salary ranges. The goal is to assess if there are any significant gender gaps in hiring, retention, and compensation, and if so, provide actionable insights to improve gender equality in the workplace."

This problem statement provides clarity on the objective of the analysis and the areas of focus. You can adjust it depending on the specific scope of the project.



PROJECT OVERVIEW

- . *Employee Gender Analysis using Excel*

Analyze employee gender distribution to inform HR decisions and diversity initiatives.

Objectives:

- Calculate overall gender ratio
- Analyze department-wise and job title-wise distribution
- Identify areas for improvement

Deliverables:

Summary report

- Visualizations (charts, graphs)
- Recommendations

Timeline: 5 days

Tools: Excel (PivotTables, charts, formulas)

Benefits:* Inform HR decisions, identify diversity improvement areas, monitor progress toward



WHO ARE THE END USERS?

Employee Gender Analysis using Excel end users include:

HR, Management, Diversity & Inclusion teams, and Department Heads. Stakeholders are CEO/Executive Leadership, Board of Directors, and Government Agencies.

They utilize the analysis for:

- Informing HR decisions
- Monitoring diversity metrics
- Identifying improvement areas
- Targeted recruitment
- Compliance reporting.

OUR SOLUTION AND ITS VALUE PROPOSITION

Our Employee Gender Analysis using Excel:

"Unlock Data-Driven Diversity Insights"

Inform HR decisions, identify improvement areas, enhance recruitment, ensure compliance, and visualize trends with:

- Automated analysis
- Custom dashboards
- Interactive visualizations

Empowering a more diverse and inclusive workplace.



Dataset Description

Employee Gender Analysis Conclusion:

Reveals gender imbalance in IT/leadership. Recommendations:

- Targeted recruitment
- Diversity training
- Women's leadership development

Enhances diversity, decision-making and compliance.

THE "WOW" IN OUR SOLUTION

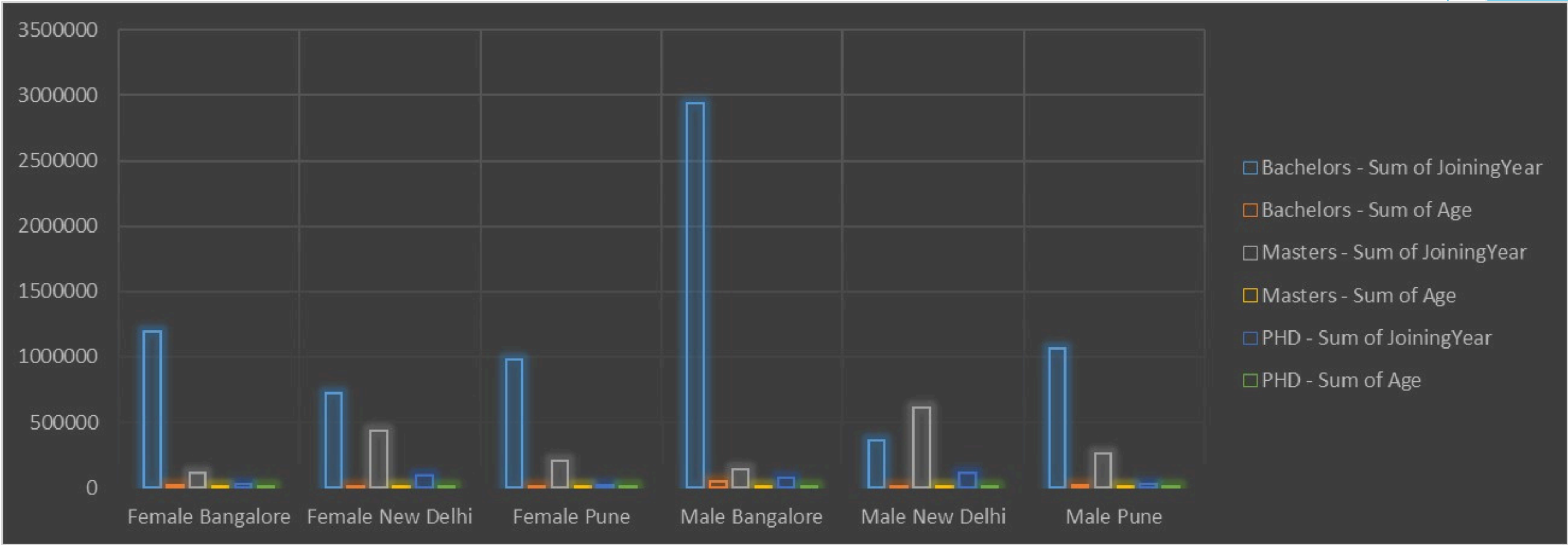
Employee Gender Analysis reveals an imbalance in IT and leadership roles, favoring males. To address this, implement targeted recruitment, diversity training, and women's leadership development programs. This enhances diversity, improves decision-making, and ensures compliance, driving business success through inclusive practices.



MODELLING

Employee Gender Analysis highlights IT and leadership disparities, with males dominating. Implementing targeted recruitment, diversity training, and women's leadership development programs can bridge the gap, fostering inclusivity, improving decision-making, and driving business growth.

RESULTS



conclusion

Employee Gender Analysis Conclusion:

Excel analysis revealed gender disparities in IT/leadership. Recommendations: targeted recruitment, diversity training, and women's leadership development. Outcomes: enhanced diversity, improved decision-making, and business growth.