

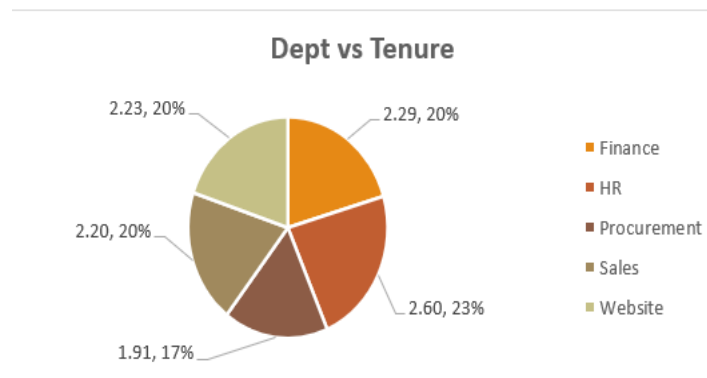
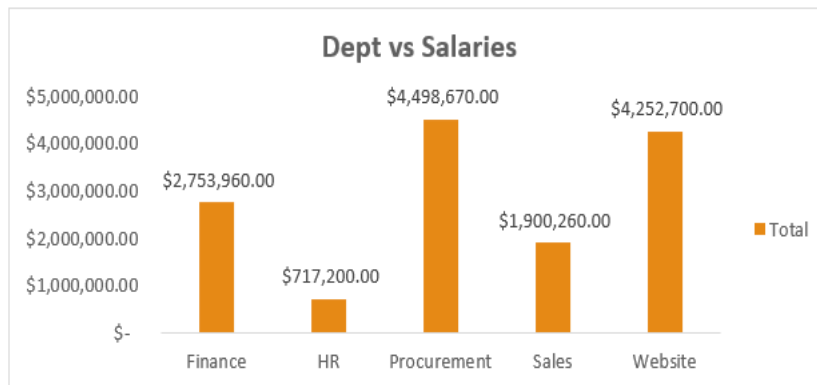
Chocolate Company Analysis

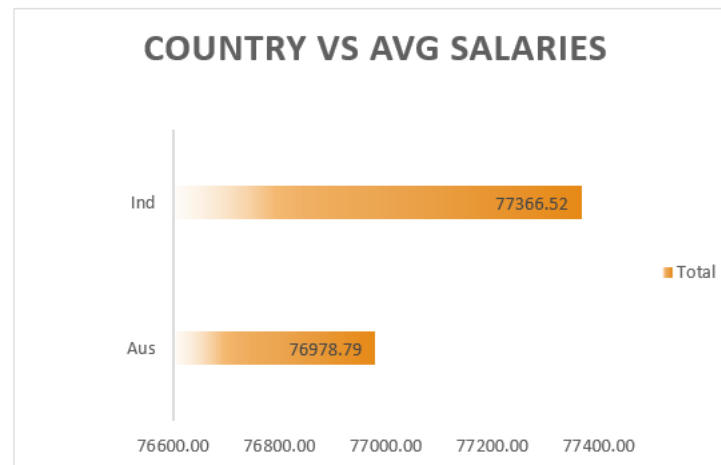
Analyzed the Chocolate Company sales data in Excel with the help of Pivot tables and also used various charts to find insights from the dataset. The dataset provides information on staff operations in India and Australia from 2020 to 2023, aiming to identify the regions with the highest sales.

Steps involved: -

1. Cleaned the data set by looking at the rows and columns with missing values, identified the duplicates, also identified the columns that are necessary for visualization.
2. Analyzed the dataset.
3. Visualized the data using various charts present in Excel.

Charts: -





Insights: -

1. **Maximum Tenure in HR Department:** The HR department has the highest average tenure, indicating that employees in this department have been with the organization for a longer period, which could be a sign of employee satisfaction and retention.
2. **Maximum Salaries in Procurement Department:** The Procurement department has the highest average salaries among all the departments, suggesting that employees in this department are compensated relatively well compared to other departments.
3. **Recruitment Peak in 2021:** The year 2021 experienced the highest number of new recruitments, which could indicate an expansion or a surge in hiring during that year.
4. **Higher Average Salaries in India:** The average salaries in India are higher compared to Australia, which could be due to various factors, such as differences in cost of living, job market conditions, or organizational policies.

Recommendations: -

- We can learn from the HR department's success in employee retention and implement similar strategies organization-wide.
- Analyze the factors contributing to higher salaries in the Procurement department and assess whether they align with performance and responsibilities.
- Prioritize employee satisfaction through surveys and feedback, taking action to address concerns and improve the work environment.
- Given the peak in recruitment in 2021, assess whether this was due to specific business needs or seasonal variations. Plan recruitment strategies and resource allocation more effectively based on historical data.
- Promote equal opportunity for all employees, regardless of gender, age, or other demographic factors, to foster a diverse and inclusive workplace.