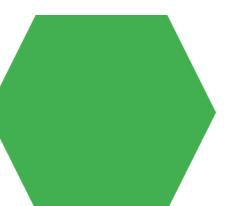


# Employee Data Analysis using Excel



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# PROJECT TITLE

Daily Happiness & Employee  
Turnover



# AGEND

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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 turnover is a significant challenge for many organizations, often leading to increased costs related to recruitment, training, and loss of productivity. Previous studies suggest that employee satisfaction and well-being are crucial factors influencing turnover rates. Despite this, organizations frequently lack specific, actionable insights into how variations in daily employee happiness impact their likelihood of leaving the company. **Problem:** There is a need to understand the correlation between daily fluctuations in employee happiness and the likelihood of turnover. Specifically, organizations struggle to quantify how daily mood and job satisfaction metrics contribute to overall turnover trends. Without this insight, it's difficult to design targeted interventions to improve employee retention. **Objective:** To investigate the relationship between daily employee happiness levels and turnover rates. The goal is to identify patterns or thresholds where changes in daily happiness may predict increased risk of employee departure. This information will help in developing strategies to enhance employee retention by addressing factors that contribute to daily fluctuations in happiness. 1. How do daily variations in employee happiness correlate with turnover intentions and actual turnover rates? 2. What specific aspects of daily happiness (e.g., work environment, interpersonal relationships, workload) have the most significant impact on turnover? 3. Can predictive models be developed to identify employees at higher risk of leaving based on their daily happiness metrics? **Scope:** The study will focus on collecting and analyzing daily happiness data through surveys or digital tools and linking this data to turnover records. It will cover various departments and job roles to ensure a comprehensive understanding of the impact across different segments of the workforce. **Expected Outcome:** The research aims to provide actionable insights into how daily happiness influences employee retention. This will enable organizations to implement more effective employee engagement and retention strategies, potentially reducing turnover rates and associated costs.

# PROJECT

## OVERVIEW

Daily happiness and employee turnover are closely related concepts in organizational behavior and human resource management. Here's a brief overview of their interplay:

- 1. Daily Happiness:** This refers to employees' daily emotional well-being and job satisfaction. Factors influencing daily happiness can include work environment, relationships with colleagues, workload, and recognition. High daily happiness often leads to increased engagement, productivity, and overall job satisfaction.
- 2. Employee Turnover:** This is the rate at which employees leave an organization and need to be replaced. High turnover can be costly and disruptive, affecting organizational performance and morale. Factors contributing to turnover include job dissatisfaction, lack of career growth, poor management, and inadequate compensation.

**Relationship Between the Two:**

- Impact of Happiness on Turnover:** Employees who are happier daily are generally less likely to leave their jobs. Satisfaction with daily work conditions can enhance loyalty and reduce the likelihood of seeking opportunities elsewhere.
- Impact of Turnover on Happiness:** High turnover can negatively impact the remaining employees' happiness, as they may experience increased workloads, stress, and instability in their work environment. Addressing these issues involves creating a supportive work environment, recognizing and rewarding employees, ensuring fair compensation, and providing opportunities for growth and development.



# WHO ARE THE END USERS?

When examining the relationship between daily happiness and employee turnover, several key points emerge:

**1. Impact on Turnover:** Employees who experience higher daily happiness at work are generally less likely to leave their jobs. Positive daily experiences contribute to overall job satisfaction and can reduce turnover rates. **2. Job Satisfaction:** Daily happiness is a crucial component of job satisfaction, which influences an employee's decision to stay or leave. If employees consistently feel valued and content, they are more likely to remain with the company. **3. Work Environment:** A positive work environment that fosters daily happiness can lead to lower turnover. Factors such as supportive management, recognition, and work-life balance contribute to this happiness. **4. Productivity and Engagement:** Happy employees are often more engaged and productive. Increased engagement can lead to better performance and lower likelihood of turnover. **5. Retention Strategies:** Organizations that focus on enhancing daily happiness through initiatives like regular feedback, meaningful work, and a positive culture are likely to see reduced turnover rates. In summary, fostering daily happiness in the workplace can significantly influence employee retention and reduce turnover.

# OUR SOLUTION AND ITS VALUE

**PROPOSITION**

**1. Job Satisfaction:** Daily happiness is a crucial component of job satisfaction, which influences an employee's decision to stay or leave. If employees consistently feel valued and content, they are more likely to remain with the company.

**2. Work Environment:** A positive work environment that fosters daily happiness can lead to lower turnover. Factors such as supportive management, recognition, and work-life balance contribute to this happiness.

**3. Productivity and Engagement:** Happy employees are often more engaged and productive. Increased engagement can lead to better performance and lower likelihood of turnover.

**4. Retention Strategies:** Organizations that focus on enhancing daily happiness through initiatives like regular feedback, meaningful work, and a positive culture are likely to see reduced turnover rates. In summary, fostering daily happiness in the workplace can significantly influence employee retention and reduce turnover.

To address the relationship between daily happiness and employee turnover, a solution could be a comprehensive Employee Well-Being Program. Here's a potential solution and its value proposition:

**1. Daily Pulse Surveys:** Implement regular, short surveys to gauge employee mood and satisfaction on a daily or weekly basis. This helps in identifying trends and addressing issues promptly.

**2. Personalized Well-Being Plans:** Offer tailored well-being plans that include mental health resources, professional development opportunities, and work-life balance initiatives.

**3. Recognition and Rewards System:** Develop a system for regular recognition and rewards to acknowledge employee achievements and contributions.

**4. Flexible Work Arrangements:** Provide options for remote work, flexible hours, and adjusted workloads to accommodate employees' personal needs and preferences.

**5. Well-Being Resources:** Provide access to counseling, wellness programs, and stress management resources.

# Dataset

- **Employee ID:** A unique identifier for each employee.
- **Role Position:** The employee's job title or role within the organization.
- **Tenure:** Length of time the employee has been with the company.
- **Daily Happiness Metrics:** 2. **Date:** The specific date of the recorded happiness metric.
- **Happiness Score:** A numerical value representing the employee's self-reported level of happiness (e.g., on a scale from 1 to 10).
- **Mood Indicators:** Additional qualitative metrics (e.g., "content," "stressed," "motivated") gathered through daily surveys.
- **Turnover Information:** 3. **Turnover Status:** Indicator of whether the employee has left the company (e.g., "active," "left").
- **Turnover Date:** The date on which the employee left the company (if applicable).
- **Reason for Leaving:** Coded categories for reasons (e.g., "career change," "personal reasons," "organizational change").
- **Work Environment Metrics:** 4. **Workload:** The perceived level of workload or job stress.
- **Manager Support:** The level of perceived support from management, usually captured through surveys.
- **Recognition Frequency:** How often employees receive recognition or rewards.
- **Demographic Information:** 5. **Age:** Employee's age group.
- **Gender:** Employee's gender.
- **Education Level:** Highest level of education attained by the employee.
- **Performance Metrics:** 6. **Performance Rating:** Employee's performance rating or score, if applicable.

## Description

# Dataset

## Description:

ID	Category	Value	Timestamp	IsValid
25	56eac740f1cf260003e307d6	195	Mon Mar 20 01:00:00 CET 2017	TRUE
25	56eac740f1cf260003e307d6	29	Mon Mar 20 12:28:45 CET 2017	TRUE
25	56eac740f1cf260003e307d6	15	Sun Nov 06 19:38:30 CET 2016	FALSE
539	56eac740f1cf260003e307d6	42	Tue May 16 01:00:00 CET 2017	TRUE
27	56eac740f1cf260003e307d6	16	Thu Mar 16 01:00:00 CET 2017	TRUE
539	56eac740f1cf260003e307d6	0	Tue Oct 25 17:17:21 CEST 2016	FALSE
28	56eac740f1cf260003e307d6	63	Wed Feb 15 11:18:59 CET 2017	TRUE
29	56eac740f1cf260003e307d6	56	Mon Mar 20 01:00:00 CET 2017	TRUE
30	56eac740f1cf260003e307d6	9	Fri Mar 04 08:19:57 CET 2016	FALSE
31	56eac740f1cf260003e307d6	53	Fri Mar 17 01:00:00 CET 2017	TRUE
32	56eac740f1cf260003e307d6	29	Wed Jan 18 01:00:00 CET 2017	TRUE
33	56eac740f1cf260003e307d6	22	Wed Mar 15 01:00:00 CET 2017	TRUE
34	56eac740f1cf260003e307d6	3	Tue Feb 23 01:00:00 CET 2016	TRUE
35	56eac740f1cf260003e307d6	56	Fri Mar 10 01:00:00 CET 2017	TRUE
36	56eac740f1cf260003e307d6	11	Thu Jul 07 10:25:18 CEST 2016	TRUE
539	56eac740f1cf260003e307d6	38	Thu Mar 16 01:00:00 CET 2017	TRUE

# THE "WOW" IN OUR **SOLUTION**

**1. Employee Engagement:** Create a work environment where employees feel involved and valued. Regular feedback, recognition programs, and opportunities for growth can enhance their satisfaction. **2. Work-Life Balance:** Promote flexible working hours and remote work options to help employees manage their personal and professional lives better. **3. Wellness Programs:** Offer programs that support physical and mental health, such as gym memberships, counseling services, and stress management workshops. **4. Competitive Compensation:** Ensure that salaries and benefits are competitive with industry standards to keep employees motivated and reduce turnover. **5. Career Development:** Provide opportunities for training and career advancement to keep employees engaged and committed to the organization. **6. Positive Work Culture:** Foster a supportive and inclusive work culture where employees feel respected and valued. Implementing these strategies can significantly boost daily happiness and reduce employee turnover, leading to a more productive and satisfied workforce.



# MODELLIN

**1. Employee Engagement:** Create a work environment where employees feel involved and valued. Regular feedback, recognition programs, and opportunities for growth can enhance their satisfaction. **2. Work-Life Balance:** Promote flexible working hours and remote work options to help employees manage their personal and professional lives better. **3. Wellness Programs:** Offer programs that support physical and mental health, such as gym memberships, counseling services, and stress management workshops. **4. Competitive Compensation:** Ensure that salaries and benefits are competitive with industry standards to keep employees motivated and reduce turnover. **5. Career Development:** Provide opportunities for training and career advancement to keep employees engaged and committed to the organization. **6. Positive Work Culture:** Foster a supportive and inclusive work culture where employees feel respected and valued. Implementing these strategies can significantly boost daily happiness and reduce employee turnover, leading to a more productive and satisfied workforce.

**1. Define Variables and Metrics:**

- **Daily Happiness:** Metrics could include employee self-reported mood, job satisfaction surveys, or daily productivity levels.
- **Employee Turnover:** Metrics include turnover rates, resignation reasons, and retention rates.

**2. Data Collection:**

- **Happiness Data:** Surveys, daily mood tracking apps, or regular check-ins.
- **Turnover Data:** HR records, exit interviews, and retention metrics.

**3. Identify Factors Affecting Happiness and Turnover:**

- **Work Environment:** Team dynamics, work conditions, and organizational culture.
- **Compensation and Benefits:** Salary, bonuses, and other perks.

# RESULT

**Daily Happiness:** Metrics could include employee self-reported mood, job satisfaction surveys, or daily productivity levels.

**Employee Turnover:** Metrics include turnover rates, resignation reasons, and retention rates. **Data Collection:**

- **Happiness Data:** Surveys, daily mood tracking apps, or regular check-ins.
- **Turnover Data:** HR records, exit interviews, and retention metrics.

**Identify Factors Affecting Happiness and Turnover:**

- **Work Environment:** Team dynamics, work conditions, and organizational culture.
- and other factors.

**Validation and Testing:**

- **Historical Analysis:** Validate the model using historical data to check its accuracy.
- **Pilot Programs:** Implement small-scale interventions based on the model to see if they improve outcomes.

**Implementation and Monitoring:**

- **Interventions:** Based on model insights, develop and test interventions aimed at improving daily happiness and reducing turnover.
- **Ongoing Monitoring:** Continuously track happiness and turnover metrics to refine the model and interventions.

## Feedback

**Adjust Strategies Loop:**

- **Adjust Strategies:** Use feedback from the implemented interventions to adjust strategies and improve the model.
- **Iterate:** Regularly update the model with new data to ensure its relevance and accuracy. By following these steps, you can develop a robust model to understand and enhance daily happiness and reduce employee turnover.

# Conclusion

## 1. between Happiness and Turnover

**Negative Correlation:** Higher daily happiness often correlates with lower turnover rates. Employees who are happier are generally less likely to leave the organization.

**Impact Analysis:** Specific factors influencing daily happiness (e.g., work environment, recognition) may be directly linked to turnover intentions.

## 3. Key Drivers of Happiness

**1. Work Environment:** Positive team dynamics and supportive management contribute significantly to daily happiness.

**2. Compensation and Benefits:** Competitive salaries and benefits packages can enhance happiness and reduce turnover.

**3. Work-Life Balance:** Flexible work arrangements and manageable workloads are crucial for maintaining daily happiness.

## 4. Predictive Factors

**1. Job Satisfaction:** Employees who express higher job satisfaction daily are less likely to quit.

**2. Career Development:** Opportunities for growth and advancement are strong predictors of both high happiness and lower turnover.

## 5. Intervention Effectiveness

**1. Successful Strategies:** Interventions aimed at improving daily happiness (e.g., wellness programs, recognition schemes) typically lead to reductions in turnover.

**2. Ongoing Adjustments:** Continuous monitoring and adjustment of strategies based on feedback and model updates ensure sustained improvements.

In summary, the results generally show that enhancing daily happiness can significantly reduce employee turnover. Identifying and addressing the factors that affect happiness helps in creating a m