

EMPLOYEES DATA ANALYSIS WITH EXCEL

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PROJECT TITLE

- **Using pivot tables for employee turnover ratio**

AGENDA

- 1. Problem statement**
- 2. Project overview**
- 3. End user**
- 4. Our solution and proposition**
- 5. Data description**
- 6. Modeling approach**
- 7. Result**
- 8. Discussion**
- 9. Conclusion**

PROBLEM STATEMENT

- **Analyse employee turnover trends to identify key factor contributing to turnover, enabling data driven retention strategies**

PROJECT OVERVIEW

- **Utilize pivot tables to examine employee turnover data, uncovered pattern and provide actionable insights for HR and management**

END USER

- **HR professionals , Management, business leaders and analysts seeking to understand and address employee turnover.**

OUR SOLUTION AND PROPOSITION

- **Leverage pivot tables to transform Complex turn over data into easily digestible insights enabling data driven decisions and improved the Retention strategies**

DATA DESCRIPTION

- **Employee turnover data including**
 - ***Employee ID***
 - ***Department***
 - ***Job title***
 - ***Tenure***
 - ***Reason for leaving***

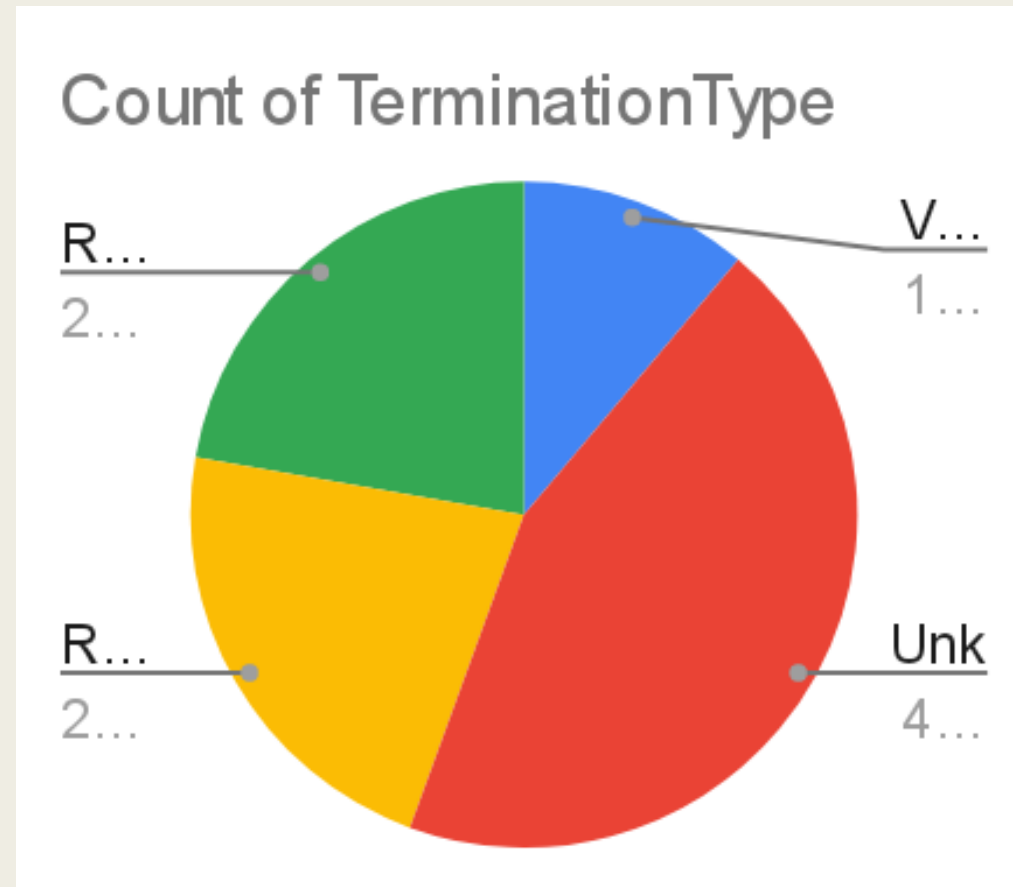
MODELING APPROACH

- **Calculate turnover rates**
- **Identify top reasons for leaving**
- **Analyse trends in turnover overtime**
- **Filter and drill down into specific data segment**

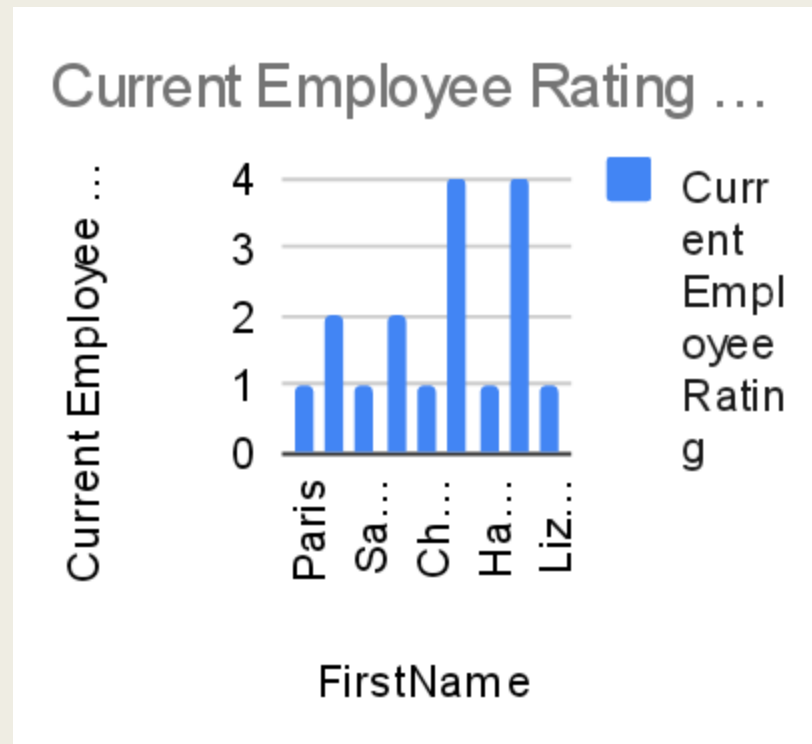
Result

EmplD	FirstName	LastName	StartDate	EndDate	Title	Supervisor	ADEmail	BusinessUnit	EmployeeStatus	EmployeeType	PayZone	EmployeeClassificationType	TerminationType	TerminationDescription	DepartmentType	Division	DOB	State	JobFunctionDescription	GenderCode	LocationCode	RaceDesc	MaritalDesc	Performance Score	Current Employee Rating
3546	Paris	Carr	31-Jul-21	27-Jan-23	Area Sales Manager	Jeffrey Huffman	paris.carr@bilinear.com	CCDR	Active	FullTime	Zone B	PartTime	Voluntary	Babymillionmiller	Sales	General - Con	14-07-1980	ND	Foeman	Male	35786	Hispanic	Widowed	Exceeds	1
3547	Adriel	Wiggins	20-Jan-22		Area Sales Manager	Sara Edwards	adrielwiggins@bilinear.com	BPC	Active	Contact	Zone B	FullTime	Unk		Sales	Project Management - Eng	25-03-1947	KY	Supervisor	Female	1919	Other	Married	Needs Improvement	2
3548	Sanaa	Glass	11-Jul-21	10-Oct-22	Area Sales Manager	Stephen Garcia	sanaa.glass@bilinear.com	WBL	Active	PartTime	Zone A	FullTime	Resignation	Bit reveal forgot the	Sales	General - Con	25-01-1964	KY	Technician	Female	40135	White	Single	Fully Meets	1
3549	Ryan	Lynch	15-Oct-18	18-Oct-20	Area Sales Manager	Tracy Castro	ryan.lynch@bilinear.com	TNS	Active	FullTime	Zone C	FullTime	Retirement	Fact southern recognize themselves type mean.	Sales	Field Operations	17-03-1955	GA	Technician	Female	72975	Black	Divorced	Fully Meets	2
3550	Charlie	Atkinson	26-Nov-21	14-Oct-22	Area Sales Manager	Jennifer Hicks	charlie.atkinson@bilinear.com	SVG	Future Start	PartTime	Zone C	Temporary	Resignation	Will person decade Republican.	Sales	Wireline Construction	26-03-1988	TX	Billing	Male	57754	White	Divorced	Fully Meets	1
3551	Emery	Roach	11-Aug-18		Area Sales Manager	Victoria Bailey	emery.roach@bilinear.com	PYZ	Active	PartTime	Zone C	PartTime	Unk		Sales	Engineers	04-07-1954	TX	Engineer	Male	81142	Black	Married	Needs Improvement	4
3552	Harper	Ramos	16-Feb-20	03-Jun-20	Area Sales Manager	Maria Chan	harper.amos@bilinear.com	PL	Active	FullTime	Zone B	FullTime	Retirement	Stand possible truth bank on meet daughter	Sales	Field Operations	11-08-1942	CO	Foeman	Male	28714	White	Single	Needs Improvement	1
3553	Khalil	Mendez	20-Jan-20		Area Sales Manager	Regina Martinez	khalil.mendez@bilinear.com	NEL	Active	Contact	Zone C	Temporary	Unk		Sales	Field Operations	07-05-1949	CO	Foeman	Male	50379	Black	Divorced	Fully Meets	4
3554	Lizeth	Holland	31-Mar-19		Area Sales Manager	Tonya Martin	lizeth.holland@bilinear.com	MSC	Active	PartTime	Zone C	Temporary	Unk		Sales	People Services	14-10-1958	IN	Cpo	Male	78385	Asian	Widowed	Fully Meets	1

RESULT : PIE CHART



BAR DIAGRAM



DISCUSSION

- **Interpret result , highlighting key Trends high insights and implications for retention strategies discuss areas for further analysis and potential intervention**

CONCLUSION

- **Summaries the value of using pivot tables for employee turnover analysis emphasize actionable insights data driven decision making and improved retention strategies**