Employee Data Analysis using Excel

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PROJECT TITLE

Employees work location 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

Analyze employee data based on their geographical locations to identify trends and insights. Help HR departments make data-driven decisions related to hiring, employee retention, salary benchmarking, and performance management by considering location-based factors.

Project overview

• Investigate employee data through Excel by focusing on location attributes such as city, region, or country.

•**Key Focus Areas:**
- **Regional Salary Disparities:** Analyzing salary differences across various locations.
- **Performance Patterns by Location:** Identifying if certain locations exhibit higher or lower employee performance.
- **Turnover by Geography:** Investigating how employee retention varies across different locations.

WHO ARE THE END USERS?

•HR Managers: For creating location-specific hiring strategies and addressing regional performance or attrition issues.

•Management & Executives: To align corporate strategies with regional workforce trends and challenges.

•Team Leaders: For understanding regional dynamics in employee performance and engagement.

•Business Expansion Teams: To use insights for optimizing resource allocation when entering new markets.

OUR SOLUTION AND ITS VALUE PROPOSITION

Data Insights: Analyze employee performance, retention, and salary trends based on their locations using Excel tools such as VLOOKUP, Pivot Tables, and IF functions.

Geographical Visualization: Utilize Excel's built-in mapping tools to provide visual representations of data across regions.

Actionable Recommendations: Identify areas with high turnover rates and recommend targeted strategies to improve employee satisfaction and retention in those regions.

Dataset Description

- Work locations
- Employee records
- Employee id
- Gender
- Performance analysis
- Attendance

THE "WOW" IN OUR SOLUTION

- Found significant differences in salaries across locations, with urban employees earning more on average.

MODELLING

Data Cleaning: Standardizing location names and correcting inconsistencies in the geographical data.
Data Segmentation: Grouping employees by location to analyze key metrics such as performance, salary, and turnover rates.
**Pivot Tables:** Used to create location-based summaries of employee data (e.g., average salary per region, attrition rate per city).
Data Visualization: Creating charts and graphs (heat maps, bar graphs) to visualize data trends by location.
Correlation Analysis: Investigating the relationships between location, salary, performance, and turnover.

RESULTS

Column1	Column2	Column3	Column4
Working Location	Male	Female	Grand total
USA	55	27	82
India	63	24	87
Grand total	118	51	169

Chart Title
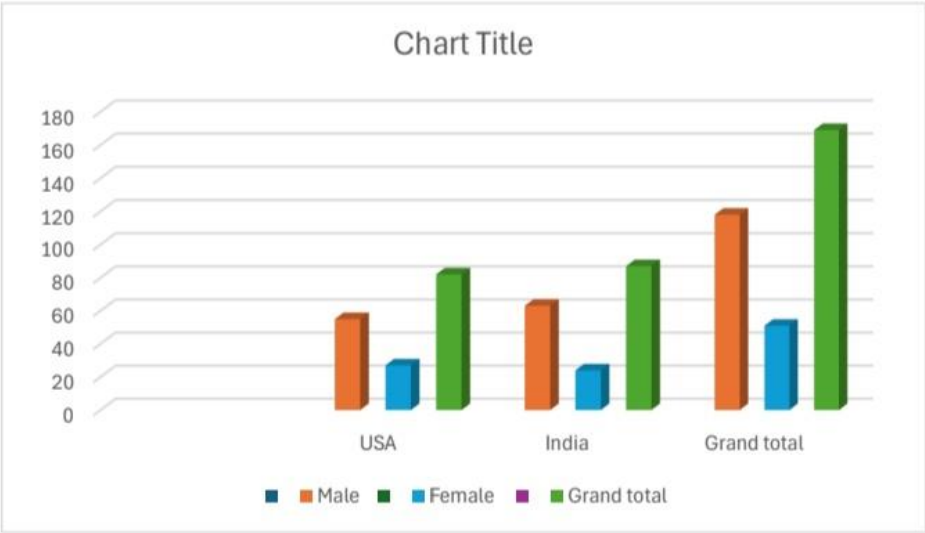
conclusion

The analysis provides valuable insights that can lead to improved HR practices, better resource allocation, and enhanced overall company performance.

Expand the analysis by incorporating more location-specific variables like cost of living or regional job market trends to refine the insights.

Location-based employee data analysis helps HR teams make strategic decisions regarding compensation, employee retention, and performance management.