

# Employee turnover Analysis using Excel



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# Employee turnover analysis



# 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



Before you write, you require to have a clear picture of the problem itself. Since you are addressing individuals with no background on the topic, you require to provide adequate context for them to understand the scope and urgency of the issue. In other words, you are required to describe how things *should* work.



# PROJECT OVERVIEW


*project overview* is a detailed description of a project's goals and objectives, the steps to achieve these goals, and the expected outcomes.

In addition, a project overview enables you to outline the project schedule, budget, necessary resources, and status. The goal of a project overview is to lay out the details of a project in a concise, easy-to-understand manner that can be presented to clients, team members, and key stakeholders.

A project overview helps you simplify complex data and large amounts of information into a single document that can be easily managed and monitored throughout the project lifecycle.



# WHO ARE THE END USERS?



good or service. End users are consumers. They do not produce, sell, support, or maintain the product. These people often do not have the same technical understanding as the product's designers and developers.

It's critical for a business to consider the end-user experience while developing products and services. User interfaces are a key part of the success of a product or service. Straightforward and intuitive interfaces need to be weighed against functionality and efficiency.

This can be a tricky

# OUR SOLUTION AND ITS VALUE PROPOSITION



vital that you establish the full cost of their problem before you promote the value of our approach. Kahneman's research into buying behaviour concluded that decision-makers were **2-3 times more likely to take action** because of the threat of loss as opposed to the opportunity for gain. Other studies have concluded that a decision to do nothing and stick with the status quo is the most common outcome for complex B2B buying journeys.

# Dataset Description

order to target your end users, you need to build an accurate picture of them. Your business may be designed for a wide variety of end users, from other companies to entrepreneurs, digital nomads, and individual households.

The end user profile you build starts with basic demographic information. However, many profiles go beyond this to highlight [consumer behavior](#) patterns and the end users' typical needs and goals.

Demographic



# THE "WOW" IN OUR SOLUTION



average number employee turnover

average monthly employee = 350.50

total separation = 61

employee turnover = 17.08



# MODELLING

today's dynamic business landscape, retaining top talent is a paramount concern for organizations striving for sustainable growth and success. Employee turnover not only disrupts operations but also incurs significant costs in recruitment, training, and lost productivity. In this blog, we delve into a fascinating journey of leveraging data science to predict employee turnover and devise effective retention strategies. Through the lens of machine learning, we explore the intricate patterns hidden within employee data and uncover actionable insights to foster a culture of engagement and longevity.

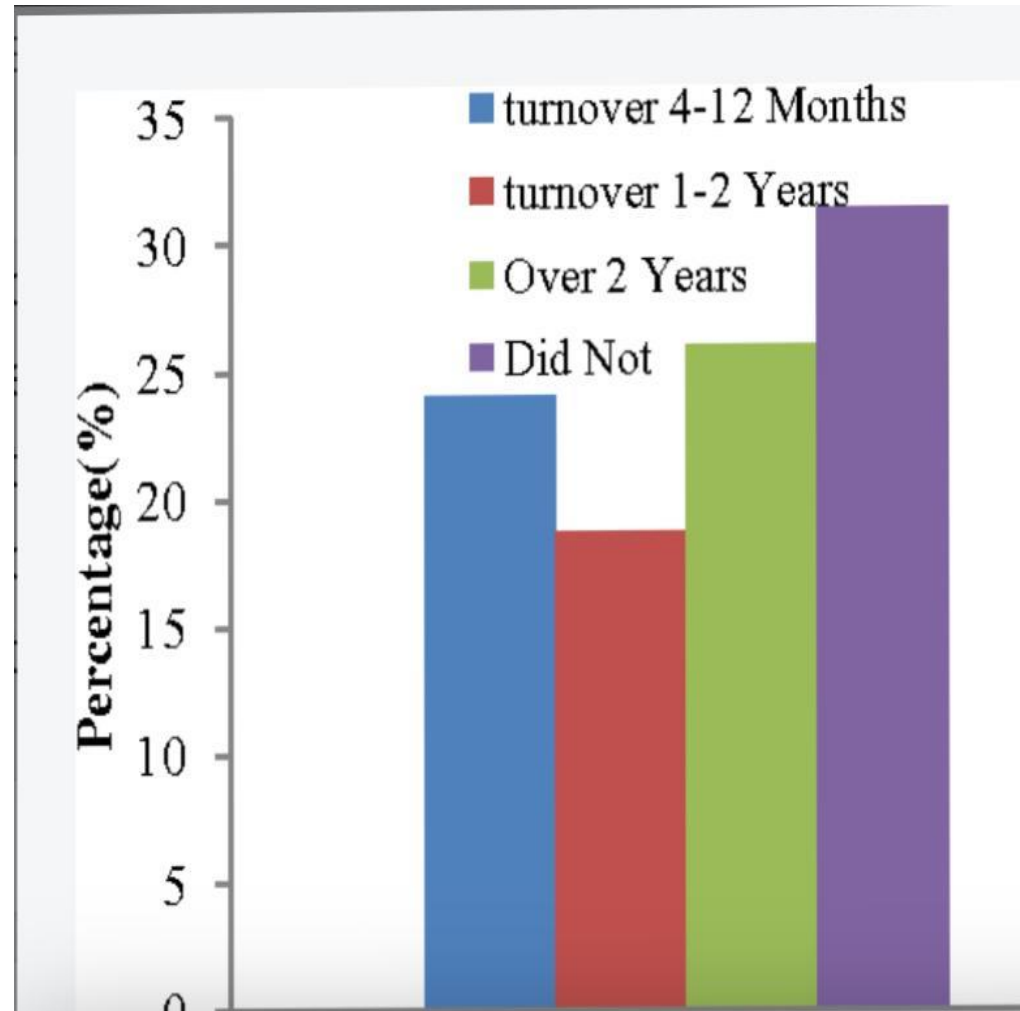
# RESULTS

average number employee turnover

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# conclusion

*Conclusion. Staff turnover is a significant challenge that can have far-reaching effects on organizational culture. High turnover rates can lead to decreased morale, productivity, and trust in leadership, creating a cycle of disengagement and further turnover*