loyee Data Analysis using Excel

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PROJECT TITLE

Employee attrition analysis using Excel Dashboards

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

This project is all about analysis of data for employee attrition in an organisation and the analysis is from the prospective of the HR department of the organisation.

PROJECT OVERVIEW

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One of the most impressive features of this dashboard is its ability to filter data. Users can filter the data by education allowing them to focus on the areas that matter most to them. This feature enables users to gain a better understanding of the data and make informed decisions based on the insights provided.

WHO ARE THE END USERS?

Voluntary Attrition means employees willingly leaving the company due to personal or professional reasons. It is one of the most common types of attrition. Voluntary attrition includes leaving jobs for better prospects, retirement, or relocation.

OUR SOLUTION AND ITS VALUE PROPOSITION

Involuntary Attrition is when an employer initiates the termination of employees for misconduct, merger, or acquisitions. Often structural changes or production line changes also initiate involuntary attrition. Even economic slowdown is also a cause of involuntary attrition.

Dataset Description

The movement of employees from one department to another refers to internal attrition. This includes moving of employees within the company for growth. It includes moving of employees to higher designations or other departments that fit their talent.
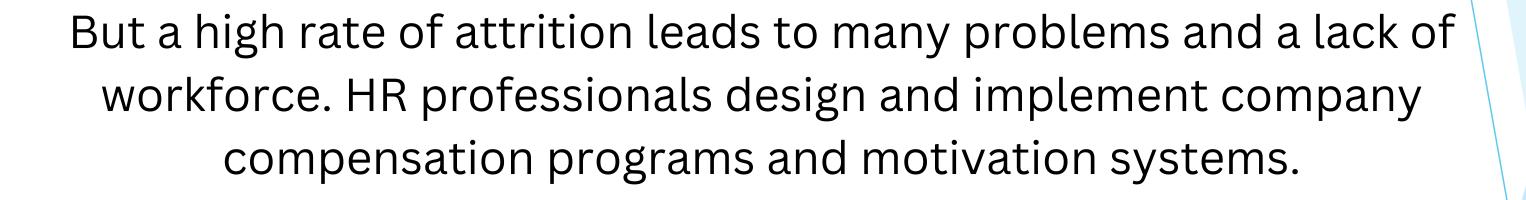
THE "WOW" IN OUR SOLUTION

Demographic Attrition refers to the loss of a specific group of employees. This includes specific age, sex, ethnic minorities, people with disabilities, veterans, or older professionals. The cause of such attrition is due to bad work culture or structural changes in the organization.

MODELLING

The attrition rate means calculating the proportion of employees leaving an organization over a specific period. A normal rate of attrition is expected in normal business operations.

RESULT S

But a high rate of attrition leads to many problems and a lack of workforce. HR professionals design and implement company compensation programs and motivation systems.

conclusion

Employee Retention is the ability of a company to retain its employees. In short, the Employee Retention Rate is the percentage of employees staying with any organization during a specific period. The higher the retention rate the better.