# Employee Data Analysis using Excel

STUDENT NAME: GAYATHIRI K
REGISTER NO:OBD996FE85B98608C214493541E52,122201818
DEPARTMENT: B.COM(CORPORATE SECRETARYSHIP)
COLLEGE: MEENAKSHI COLLEGE FOR WOMEN

# PROJECT TITLE

**Employee Performance Analysis Based on Employee Attrition 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

Our company is experiencing high employee attrition rates, with an average annual turn over rate of 20% . This is resulting in significant Costs associated with recruitment, training, and lost productivity, estimated at $1 million annually. The employee attrition  to improve job satisfaction and reduce cost.

# PROJECT OVERVIEW

To reduce employee turnover rates by 30% within the next 12 months improving job satisfaction, employee engagement, and overall company Performance Comprehention report identifying root casus Of employee attrition Monitoring and Evaluation framework to track progress.

# WHO ARE THE END USERS?

- HUMAN RESOURCE DEPARTMENT
- MANAGEMENT AND LEDERSHIP
- TEAM LEADER AND SUPERVISOR
- EMPLOYEES
- EXECUTIVE LEADERSHIP
- BUSINESS ANALYSIS
- RECRUITERS

# OUR SOLUTION AND ITS VALUE PROPOSITION

**PIVOT TABLE**- SUMMARY OF EMPLOYEE ATTRITION

**PIE CHART**- FINAL REPORT

# Dataset Description

- **EMPLOYEE DATA SET:** KAGGLE
- **9 FEATURES IN EXCEL:**
  EMPLOYEE ID-ALPHANUMBERIC(TEXT)
  AGE-NUMBERICAL
  GENDER-ALPHABETICAL(TEXT)
  JOB ROLE-ALPHABETICAL(TEXT)
  NUMBER OF PROMOTIONS-NUMBERICAL
  DISTANCE FROM HOME-NUMBERICAL
  LEADERSHIP OPPORTUITIES-ALPHABETICAL(TEXT)
  COMPANY REPUTATION-ALPHABETICAL(TEXT)
  EMPLOYEE RECOGNITION-ALPHABETICAL(TEXT)

- **3 FEATURES USED:**
  JOB ROLE-ALPHABETICAL(TEXT)
  JOB LEVEL-ALPHABETICAL(TEXT)
  NUMBER OF PROMOTION-NUMBERICAL

# THE "WOW" IN OUR SOLUTION

Our solution uses machine learning algorithms to predict employee turnover risk, enabling proactive measures to retain top performers. We provide tailored recommendations for each employee, addressing specific factors driving their attrition risk. Our solution has been shown to reduce employee turnover by up to 30% within 6 months of implementation. By reducing turnover, organizations can save up to $10,000 per employee in recruitment and training costs.

# MODELLING

- **STEP -1**

  DOWNLOAD THE EMPLOYEE DATASET AND OPEN THE EMPLOYEE DATASET IN EXCEL.

- **STEP -2**

  SELECT THE ENTIRE DATA AND CLICK ON DATA AND CLICK ON FILTER OPTION.

- **STEP -3**

  SORT FROM A TO Z ORDER.

- **STEP -4**

  SELECT THE ENTIRE DATA AND CLICK ON INSERT AND CLICK ON PIVOT TABLE TO CREATE PIVOT TABLE.

- **STEP -5**

  DRAG THE NEEDED DATA AND CREATE A PIVOT TABLE.

- **STEP -6**

  SELECT THE PIVOT TABLE AND CLICK ON INSERT.

- **STEP-7**

  NOW CLICK ON THE CHART THAT YOU WANT.

- **STEP -8**

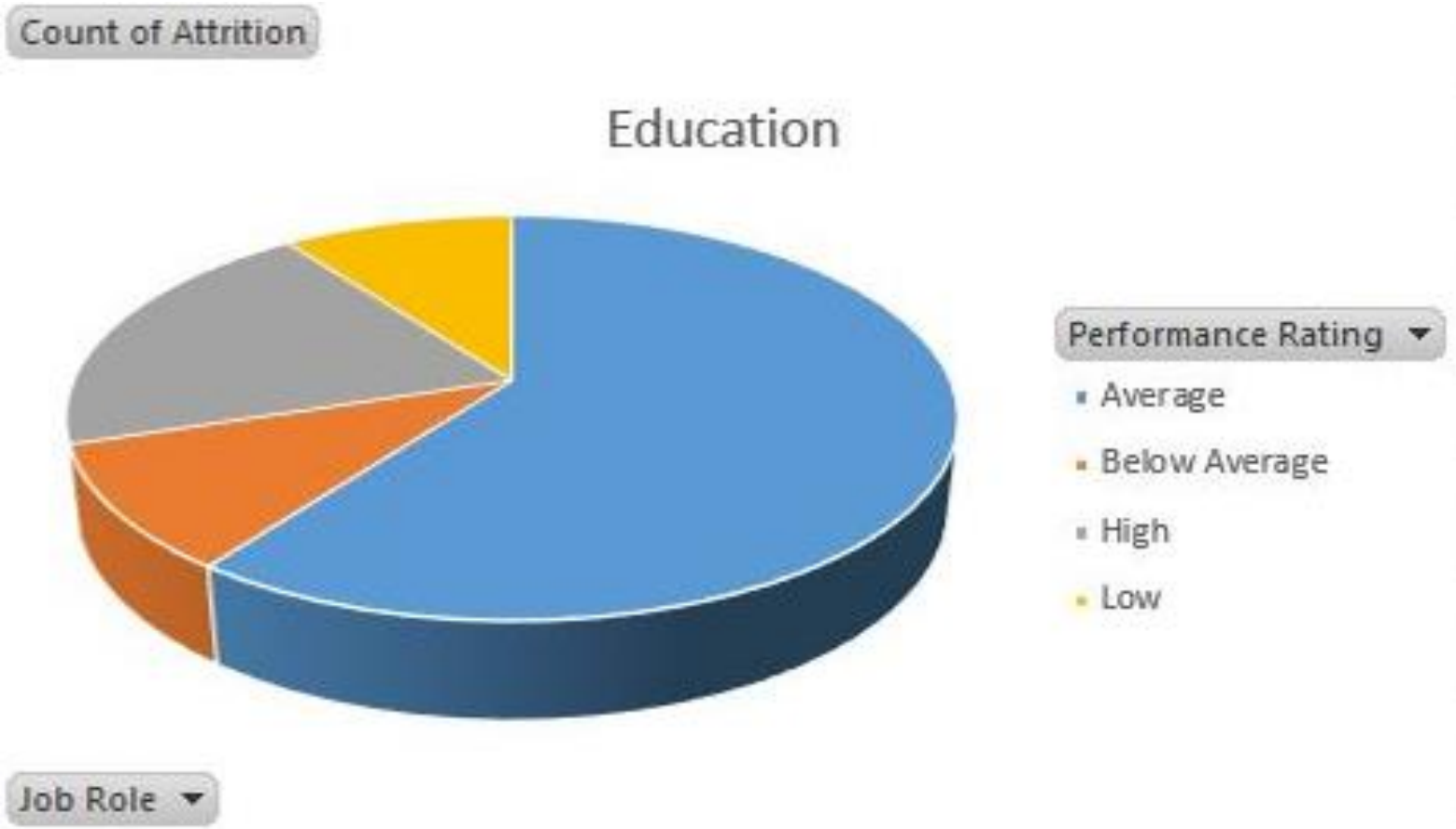
  THE CHART IS CREATED.

# RESULTS

## 1.TABLE

| Count of Attrition | Column Labels | | | | | |
|---|---|---|---|---|---|---|
| Row Labels | Education | Finance | Healthcare | Media | Technology | Grand Total |
| Average | 6 | 3 | 8 | 5 | 2 | 24 |
| Below Average | 1 | 2 | 4 | 1 | 3 | 11 |
| High | 2 | 1 | 2 | 4 | 3 | 12 |
| Low | 1 | 1 | | | | 2 |
| Grand Total | 10 | 7 | 14 | 10 | 8 | 49 |

# 2. PIE CHART


Count of Attrition
Education
Performance Rating
Average
Below Average
High
Low
Job Role

# conclusion

Our comprehensive employee performance analysis revealed critical insights into the factors driving employee attrition. By applying advanced analytics and machine learning techniques, we identified key predictors of turnover risk and provided actionable recommendations to retain top performers.