

Employee Data Analysis using Excel



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PROJECT TITLE

Employee Satisfaction Survey Data

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



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PROBLEM STATEMENT

One of the main roles of Human Resources (HR) departments is to ensure that employees are sufficiently satisfied with their jobs. Typically research has shown that satisfied employees or corporations are thought to be more productive. On the other hand, if workers are dissatisfied with their jobs, they are thought to be less productive and more prone to absenteeism and turnover.



PROJECT OVERVIEW



An employee satisfaction survey review is one of the best ways to identify what's working-and what can be improved. This is a great opportunity to communicate how a team member is pacing against organizational goals and personal objectives.



WHO ARE THE END USERS?

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- 1. Stakeholders in a company
 - 2. Compensation Analysts
 - 3. HR Managers
 - 4. Recurites
 - 5. Business Leaders
 - 6. Supervisor

OUR SOLUTION AND ITS VALUE PROPOSITION



An Employee Value Proposition (EVP) is the unique set of benefits and rewards that an organisation offers to its employees in exchange for their skills, capabilities, and experience. It encompasses the total value an employee receives by working for a company, beyond just financial compensation

Dataset Description

Employee pleasant feeling that you get when you receive something you wanted, or when you have done something you wanted to do: She looked at the finished painting with satisfaction. She derived/obtained great satisfaction from/out of helping other people. For me, job satisfaction is more important than the money. Satisfaction refers to how happy and fulfilled employees are with their jobs, encompassing their overall experience and contentment with their roles and the organization. It is a key metric for gauging the overall health of an organization, often measured through regular surveys.

THE "WOW" IN OUR SOLUTION

People initially gravitate toward experiences that are usually harmonious with the same or their similar past experiences, but in the end, engage, consume, or interact with skills that may be contrary to their original thoughts. Designing a new high-value differentiated experience requires an 'out-of-the-box' mindset explicitly focused on customer requirements versus company needs..



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MODELLING

1. The Job Characteristics Model (JCM) explains that job satisfaction occurs when the work environment encourages intrinsically motivating characteristics
2. satisfaction model is a framework used by companies to link customer perceptions of a product's price and quality with their behavioral intentions and subsequent behaviors.



RESULTS

greater collaboration, sharing information with each other-rather than hoarding knowledge- and improving overall performance and efficiency.

Nevertheless, a good survey response rate ranges between 5% and 30%. An excellent response rate is 50% or



conclusion

Satisfied employees are more likely to be motivated and committed to their work, leading to higher productivity levels. They are willing to invest more effort and time into their tasks, resulting in improved performance