Employee Data Analysis using Excel

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PROJECT TITLE

Employee attrition

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

Companies need to optimize their human resource management to reduce employee turnover, enhance productivity, and identify high-performing employees. The challenge is to analyze employee data to uncover patterns, predict outcomes like attrition, and provide actionable insights for HR strategies.

PROJECT OVERVIEW

This project aims to analyze an employee dataset to predict employee attrition, identify factors contributing to turnover, and understand key determinants of employee satisfaction and performance. By leveraging machine learning models, we aim to provide insights that help businesses retain talent and improve workforce efficiency.

WHO ARE THE END USERS?

- HUMAN RESOURCE DEPARTMENTS
- MANAGEMENT AND LEADERSHIP
- TEAM LEADERS AND SUPERVISORS
- EMPLOYEES
- EXECUTIVE LEADERSHIP
- BUSINESS ANALYSTS
- RECRUITERS

OUR SOLUTION AND ITS VALUE PROPOSITION

FILTERING- REMOVE VALUES

PIVOT TABLE - SUMMARY OF

EMPLOYEE PERFORMANCE

PIE DIAGRAM - FINAL REPORT

Dataset Description

EMPLOYEE DATASET:KAGGLE

Employee ID: A unique identifier assigned to each employee.
Age: The age of the employee, ranging from 18 to 60 years.
Gender: The gender of the employee
Years at Company: The number of years the employee has been working at the company.
Monthly Income: The monthly salary of the employee, in dollars.
Job Role: The department or role the employee works in, encoded into categories such as Finance, Healthcare, Technology, Education, and Media.
Work-Life Balance: The employee's perceived balance between work and personal life, (Poor, Below Average, Good, Excellent)

THE "WOW" IN OUR SOLUTION

- **Effective data visualization makes it easier to present complex data in an engaging and understandable way.**

- **Well-presented data can have a significant impact on decision-makers, helping to drive change and innovation.**

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

FILTER FROM A TO Z ORDER.

- STEP -4

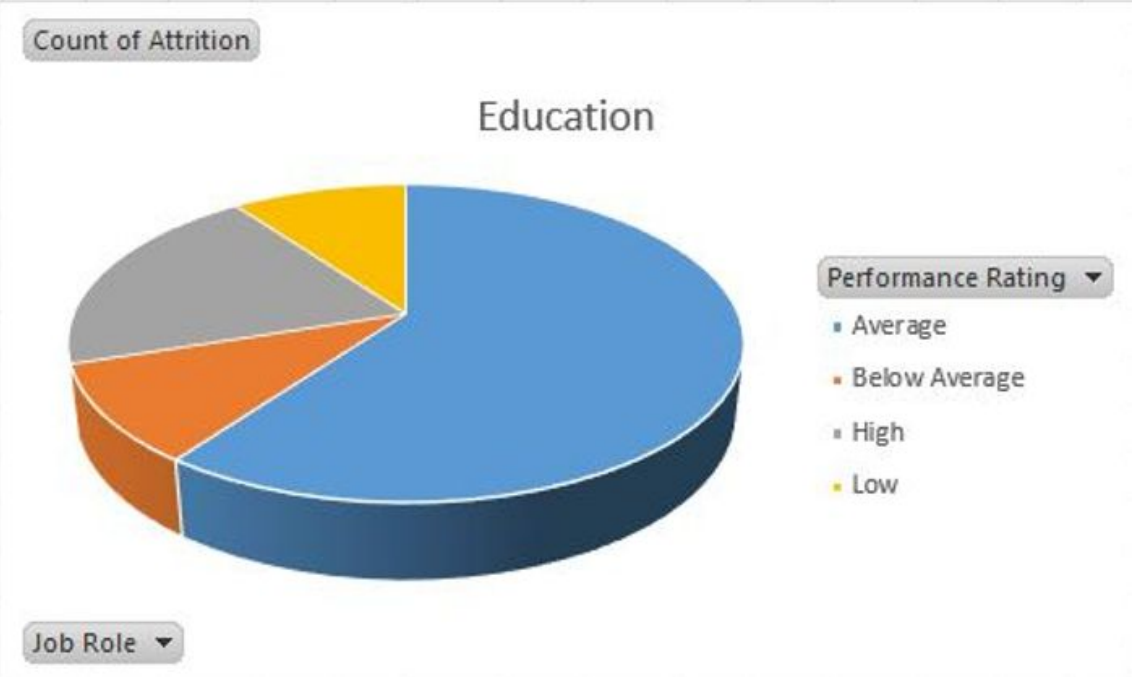
SELECT THE ENTIRE DATA AND CLICK
ON INSERT AND CLICK ON PIVOT TABLE TO
CREATE PIVOT TABLE

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 DIAGRAM



conclusion

The project demonstrates the potential of machine learning in predicting employee attrition and identifying key factors that impact employee satisfaction and performance. The insights gained from the analysis can help organizations make informed decisions, ultimately leading to reduced turnover rates and improved employee engagement.