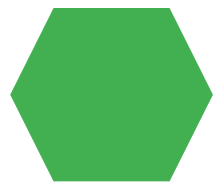# Employee Data Analysis using Excel

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PROJECT TITLE

Employee Performance Analysis 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

1: Employee Turnover Prediction"A large retail company is experiencing high employee turnover rates, resulting in significant recruitment and training costs. Analyze employee data to identify key factors contributing to turnover and develop a predictive model to identify at-risk employees."

2: Diversity and Inclusion"A tech firm wants to improve diversity and inclusion in its workforce. Analyze employee demographic data to identify areas for improvement and recommend strategies to enhance diversity and inclusion metrics."

Data Requirements:- Employee demographics (age, gender, department, job role)- Performance metrics (evaluations, promotions)- Attendance and leave records- Training and development data- Survey responses (engagement, satisfaction)- Turnover and churn data

PROJECT OVERVIEW

- Analyze employee data to gain insights into employee behavior, performance, and sentiment, informing HR strategies and decisions to enhance employee engagement, retention, and productivity.
- Project Scope:
- 1. Data Collection: Gather employee data from various sources (HR systems, surveys, performance metrics).
- 2. Data Cleaning and Preparation: Ensure data quality, handle missing values, and transform data for analysis.

WHO ARE THE END USERS?

1. HR Managers: Utilize insights for talent management, recruitment, and employee development.
2. 2. Business Leaders: Inform strategic decisions on workforce planning, productivity, and performance.
3. 3. Talent Acquisition Teams: Leverage data for recruitment marketing, candidate sourcing, and hiring.
4. 4. Learning and Development Teams: Analyze training effectiveness and identify skill gaps.
5. 5. Compensation and Benefits Teams: Determine fair compensation and benefits packages.
6. 1. Recruitment Analysts2. HR Business Partners3. Talent Management Specialists4. Workforce Planning Analysts5. Compensation Analysts

OUR SOLUTION AND ITS VALUE PROPOSITION

EIP is a cutting-edge employee data analysis platform that provides actionable insights to enhance employee engagement, retention, and productivity. By leveraging machine learning, natural language processing, and data visualization, EIP helps

organizations:
1. Predict employee turnover and identify at-risk employees
2. Analyze diversity, equity, and inclusion metrics
3. Optimize talent development and succession planning
4. Improve employee engagement and well-being
5. Inform data-driven HR decision-making

Dataset Description

EMPLOYEE=KAGGLE.COM

26-FEATURES

9-FEATURE

EMP ID –NUM

NAME-TEXT

EMP TYPE

PERFORMANCE LEVEL

GENDER-MALE FEMALE

EMPLOYEE RATING

THE "WOW" IN OUR SOLUTION

PERFORMANCE LEVEL = IFS(Z8>=5,"VERY HIGH" ,Z8>=4"HIGH".Z8>=3,"MED",TURE,"LOW")

MODELLING

Employee Data Analysis Metrics
1.   Employee Turnover Rate
2.   Employee Engagement Score
3.   Performance Metrics (Productivity, Quality) .
4.   Diversity and Inclusion Metrics
5.   Training Effectiveness Metrics
6.   Compensation Metrics (Cost, ROI)
7.   his modeling framework provides a comprehensive structure for employee data analysis, covering data modeling, predictive modeling, statistical modeling, machine learning algorithms, data visualization, and model evaluation metrics.

RESULTS
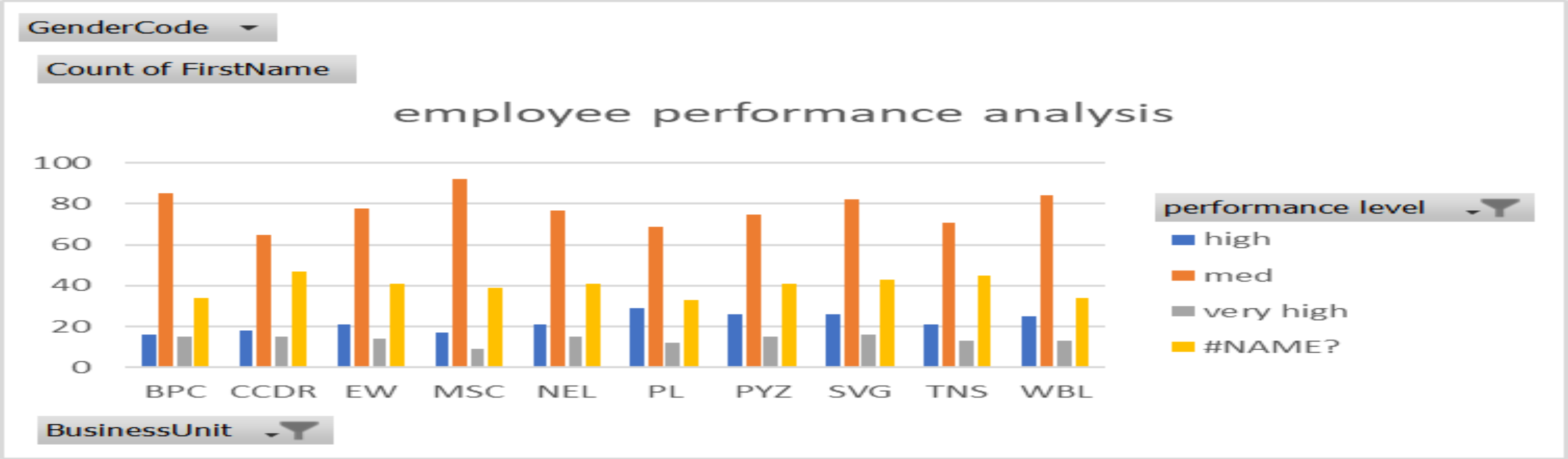
conclusion

Employee data analysis is a powerful tool for organizations to gain insights into their workforce, drive business outcomes, and create a better workplace experience. By leveraging advanced analytics techniques, machine learning algorithms, and data visualization tools

Key Takeaways:
1. Employee data analysis is critical for strategic HR decision-making.
2. Advanced analytics techniques can uncover hidden patterns and insights
3. Data-driven approaches improve employee engagement, retention, and productivity.