WORKFORCE EVOLUTION

ABOUT MY DATA SET

My data set is consists of the following datas --

1-Employee_id ,2-Their respective departments

3-Job_title(job-role) in the respective department

4- Employees age , 5- Genders ,

6- Average_monthly_Working_hours ,

7- Employees satisfaction level , 8- Promotion

9-Salary , 10-Attrition

DATA CLEANING

At first I tried to cleaned the data set through ms-excel . The importance of cleaning the datas is to remove the duplicate rows of datas ,to remove the blank cells from the whole data sets . It reduces the unwanted cells and makes the data more reliable and reduces the size also

ABOUT MY WORK

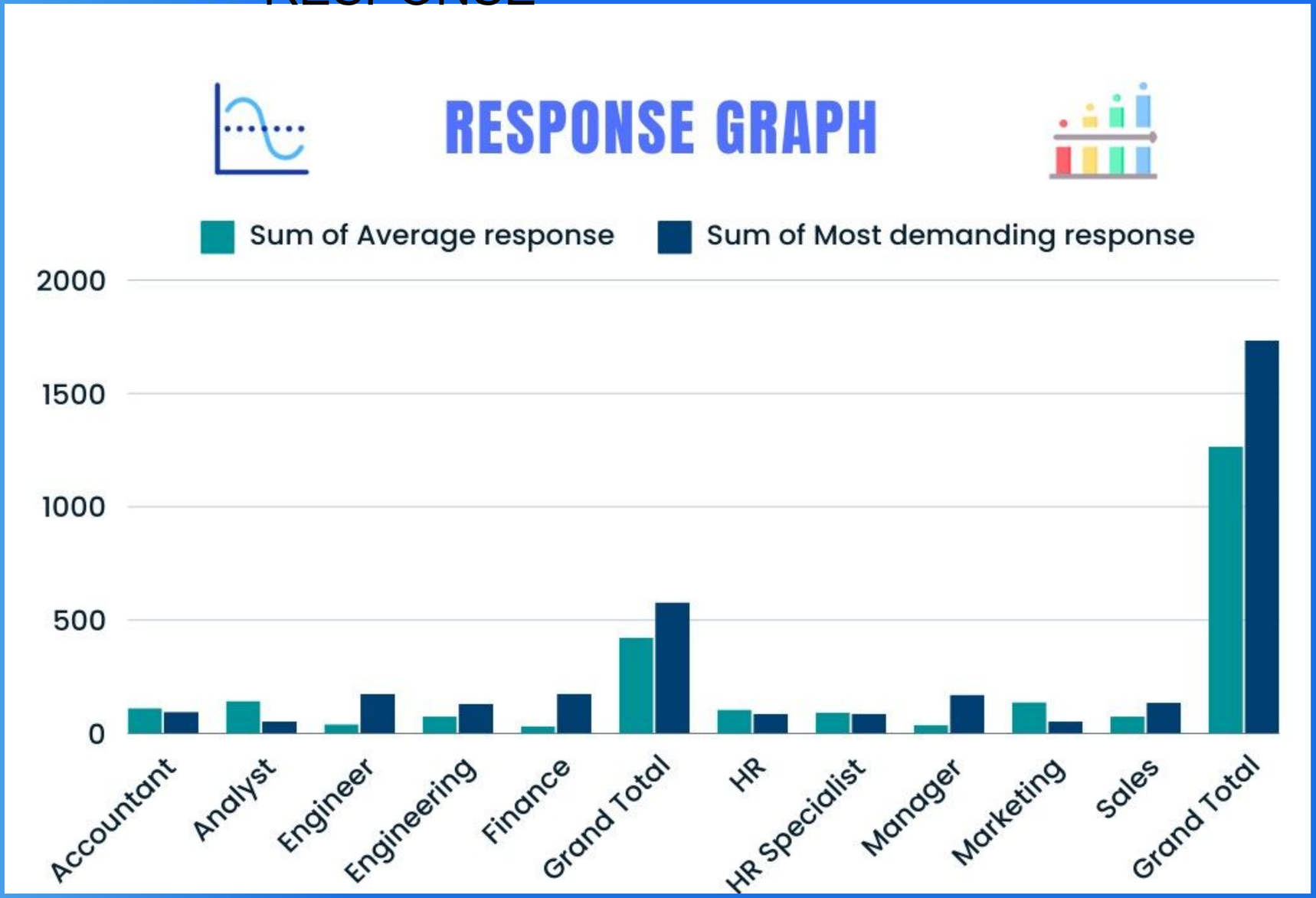
My data set contains the informations about the employees ,so I tried to analyze some of the important problems and tried to visualise it through the graphs

ANALYZE THE DEPARTMNET WISE JOB_TITLE OF THE COMPANY AND RATE THEIR OUTCOMES AS MOST DEMANDING AND AVERAGE RESPONSE

THE PERSPECTIVE --

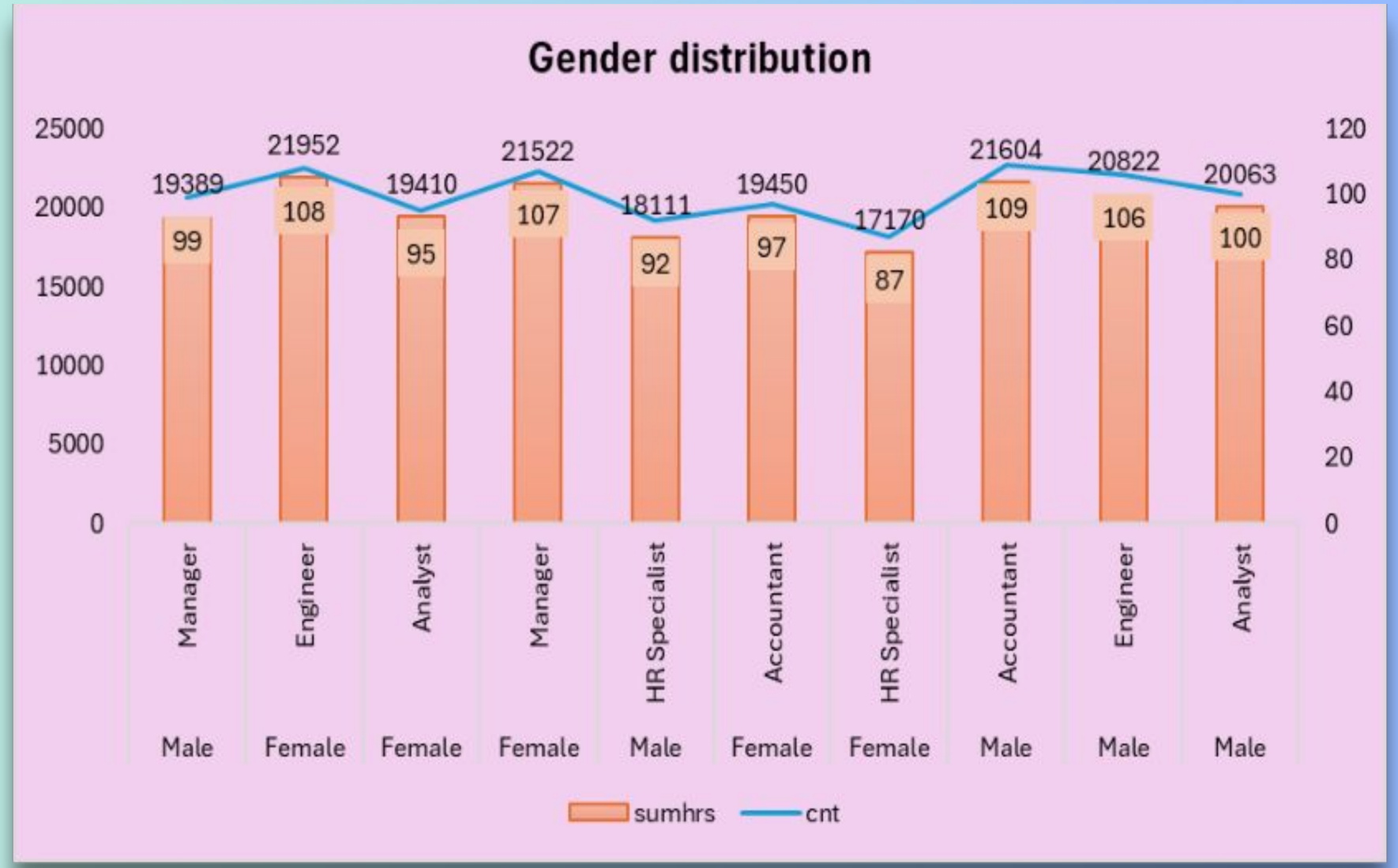
OUR AIM WAS TO FIND THE SUM OF THE AVERAGE RESPONSE AND TO GET THE MOST DEMANDING JOB_TITLE AMONG THE EMPLOYEES .

SUM OF THE AVERAGE RESPONSE – 1226
SUM OF THE MOST DEMANDING RESPONSE - 1734



Analyze the difference between the male and female employees working hours and their respective job title

THE PERSPECTIVES --
IN THE JOB SECTOR BOTH THE MALE AN FEMALE GENDERS ARE WORKING FOR DIFFERENT DEPARTMENTS . IN THIS STUDY WE TRY TO FETCH THE DIFFERENCE BETWEEN THE TWO GENDERS ON THE BASIS OF TOTAL WORKING HOURS AND THEIR COUNT FOR VARIOUS DEPARTMENT
WE CAN ANALYZE THAT ENGINEER DEPARTMENT HAS 108 FEMALE EMPLOYEES AND ACCOUNTANT HAS 106 MALE EMPLOYEES WITH MAXIMUM AVERAGE WORKING HOURS

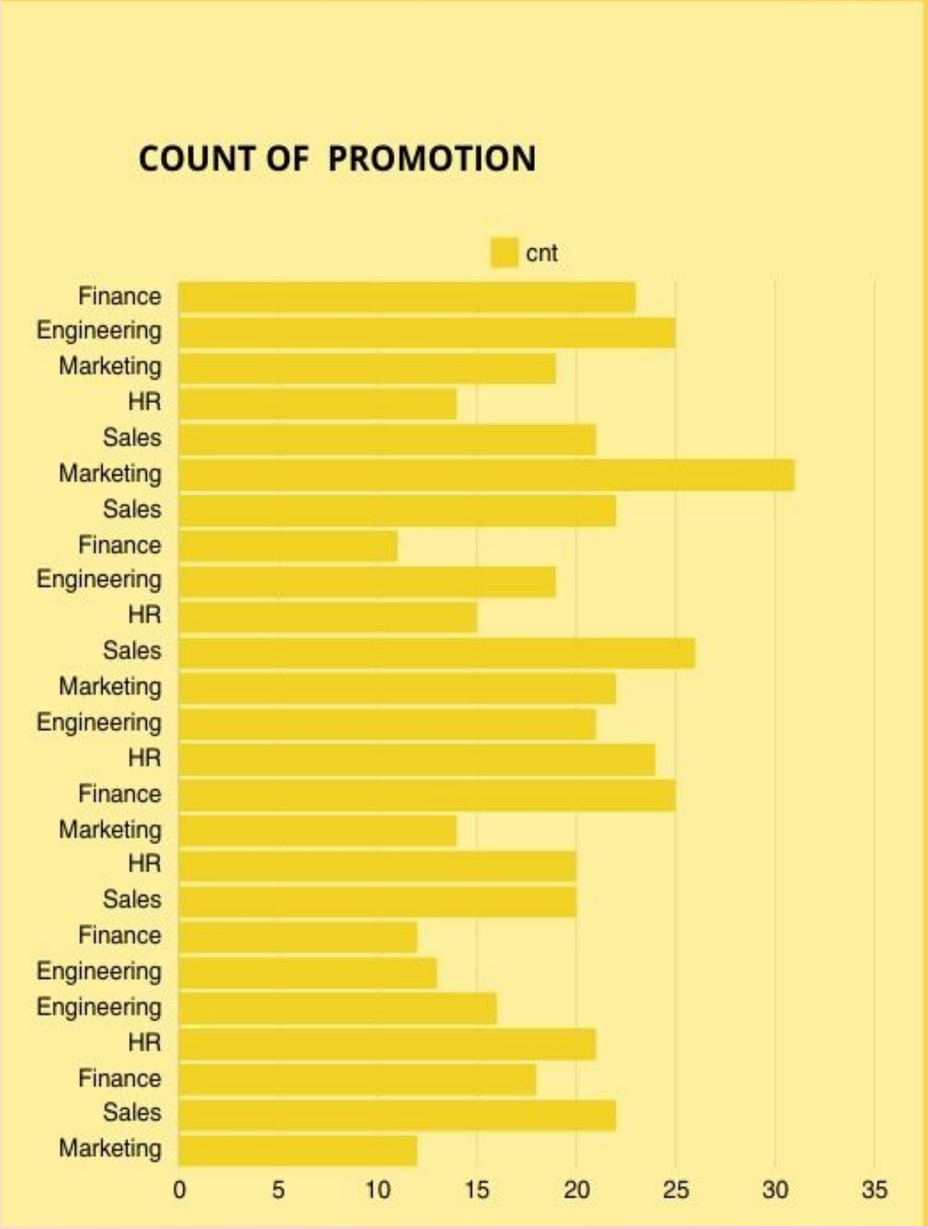


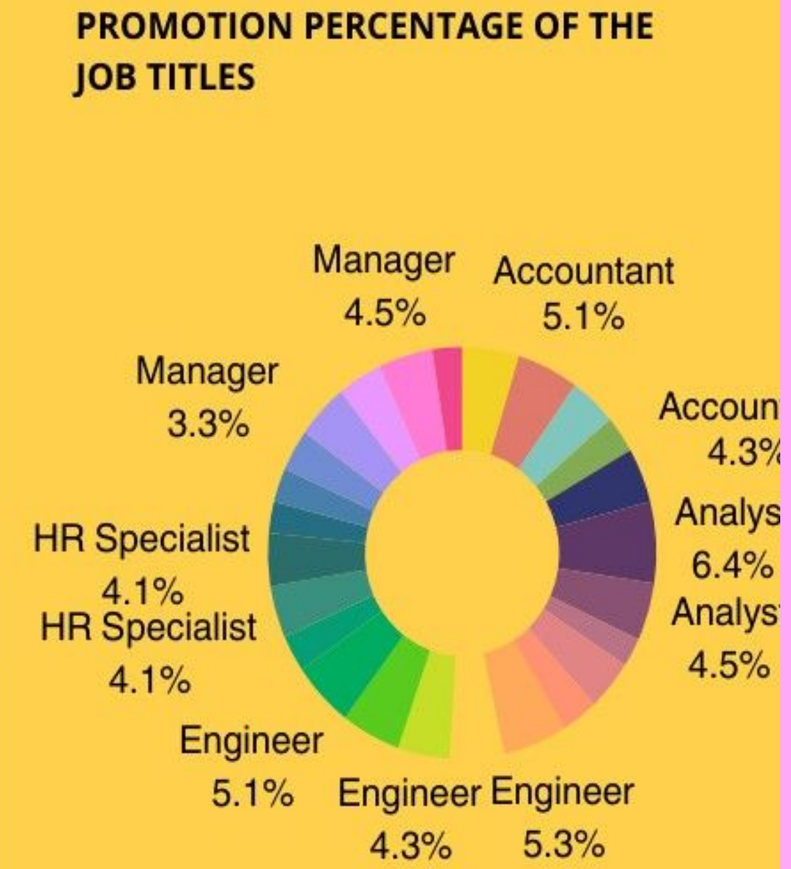
Fetch department wise which job titles have been promoted more with in the last 5 years

THE PERSPECTIVES –
FROM THE ABOVE QUERY OUR FINDING HAS TWO SEPARATE GRAPHS , ONE IS SHOWING THE COUNT OF PROMOTINS OVER THE SPAN OF 5 YEARS IN THE DEPARTMENTS AND THE OTHER SHOWCASES THE PERCENTAGE OF THE PROMOTION OF THE JOB_TILES .

FROM THE GIVEN CHART WE CAN FIND THAT
MARKETING DEPARTMENT TOPS THE COUNT 32 AND FOLLOWED BY SALES 26
THE JOB_TITLE ANALYST TOPS WITH 6.4% SAL AND FOLLWED BY ENGINEER WITH 5.3%

ANALYSIS OF THE PROMOTIONS OVER THE 5 YEARS

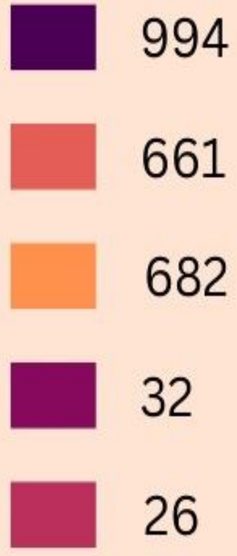




Show the information of the top 5 employees and their job title with highest satisfaction level

THE PERSPECTIVE –
AS PER OUR FINDINGS WE TRIED TO FIND OUT WHAT WILL BE THE SATISFACTION LEVEL OF THE EMPLOYEES WORKING ON AS DIFFERENT JOB ROLES .
AS PER OUR FINDINGS WE GET
EMPLOYEE ID – 994 – HR – 0.99202
EMPLOYEE ID – 661 –MANAGER – 0.99998
EMPLOYEE ID – 682 – MANAGER - 0.9998
EMPLOYEE ID – 32 – HR – 0.99723
EMPLOYEE ID – 26 – ANALYST – 0.99750

ANALYZING THE SATISFACTION LEVEL



ANALYZE THE STATUS OF THE EMPLOYEES AS EXPERIENCED AND INTERNS

THE PERSPECTIVE -
MY AIM WAS TO FIND THE STATUS OF ALL THE EMPLOYEES AS WHO WERE INTERN AND WHO HAD GAIN A LOT OF EXPERIENCE OVER THE YEARS IN THE COMPANY

SO AS PER THE GRAPH WE CAME TO A POINT THAT THE COMPANY HAD OVER 90 INTERNS AND OVER 111 AS MAX NUMBER OF EMPLOYEES WHO ARE WORKING FOR ALMOST 7 YEARS .

FETCHING THE TOP 10 EMPLOYEES HAVING SALARY GREATER THAN THE AVERAGE SALARY

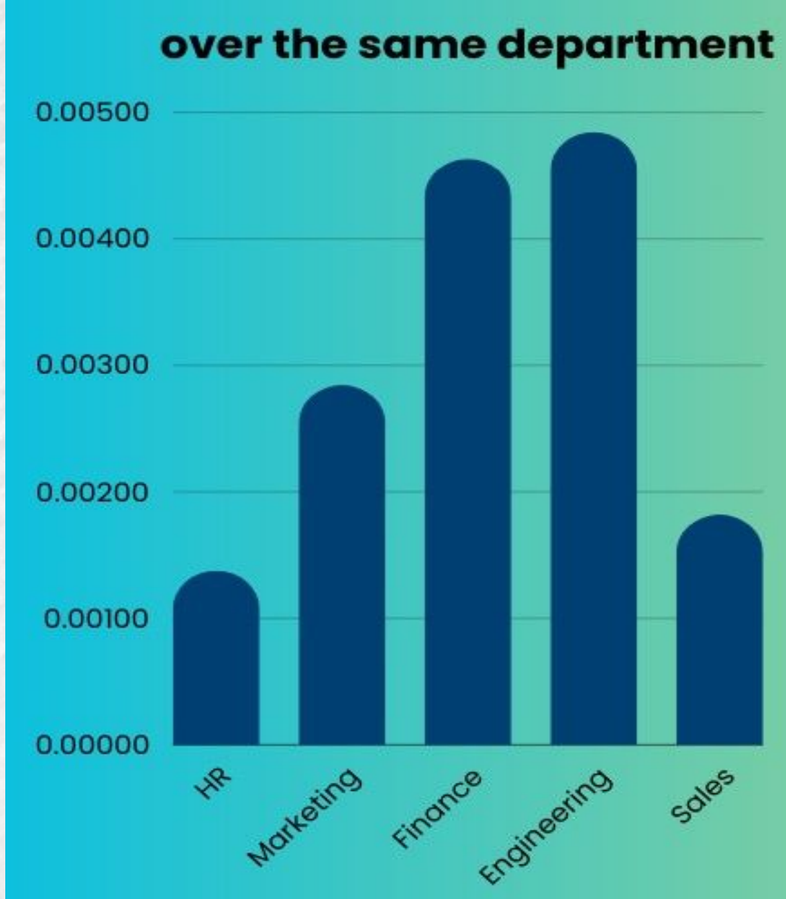
THE PERSPECTIVE –
THE OBJECTIVE WAS TO FIND THE INFORMATION OF TOP EMPLOYEES WHO GAIN A SALARY MORE THAN THE AVERAGE SALARY OF ALL
AS PER MY FINDINGS EMPLOYEE ID 519 GAINS MAX SALARY OF 99991 AND THEN FOLLWED BY EMPLOYEE ID 663 WITH 99586

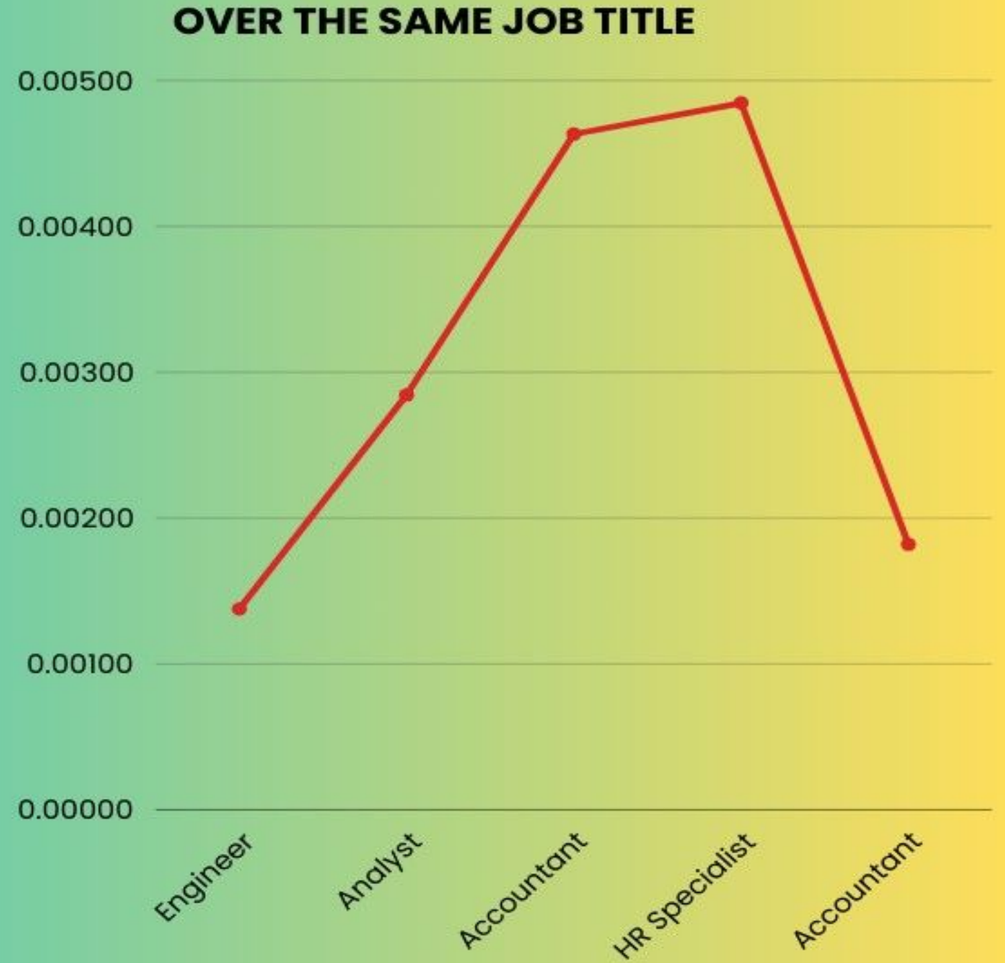
TO IDENTIFY THE EMPLOYEES WHOSE JOB SATISFACTION SCORE

EQUALS THE LOWEST SATISFACTION SCORE OVER THE SAME DEPT

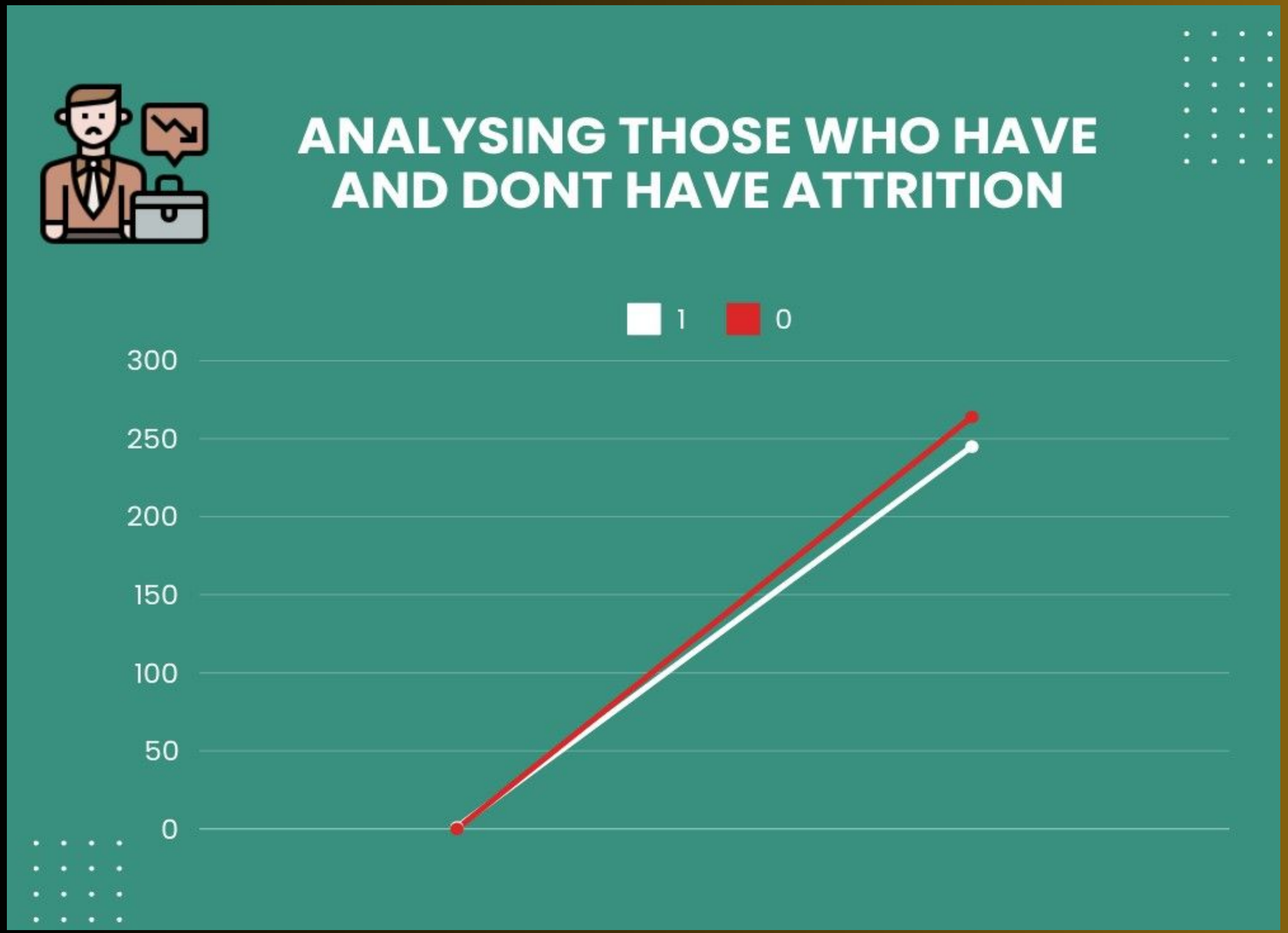
THE PERSPECTIVE –
MY OBJECTIVE WAS TO FIND WHICH DEPARTMENT AND WHICH JOB TITLE HAS LOWEST SATISFACTION LEVEL .
SO THE OUTPUT HERE SHOWS ENGINEERING DEPARTMENT SCORES THE LOWEST SATISFACTION LEVEL AND HR SPECIALIST ALSO SCORES THE LOWEST .

ANALYSING LOWEST SATISFACTION LEVEL





ANALYZE THE COUNT OF OUTCOMES THOSE WHO HAD AND DON’T HAD PROMOTION AND ATTRITION



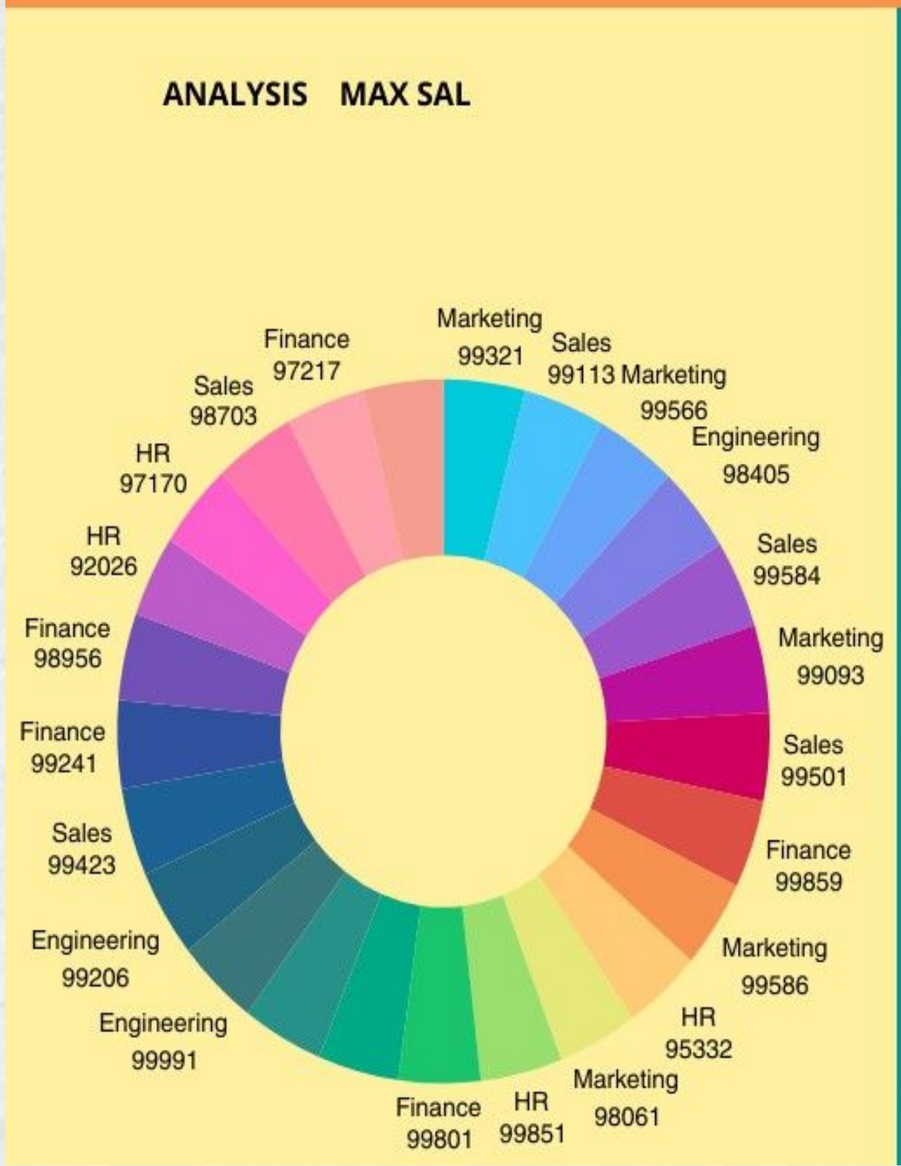
THE PESRPECTIVE ---
I TRIED TO FETCH THE OVERALL COUNT OF THE NUMBER OF PROMOTIONS AND ATTRITION OVER THE YEARS .
THE RED LINE DENOTES THE SUM OF BOTH PROMOTION AND ATTRITION SECURED BY AN EMPLOYEE AND THE WHITE DENOTES THOSE WHO DON’T HAVE .

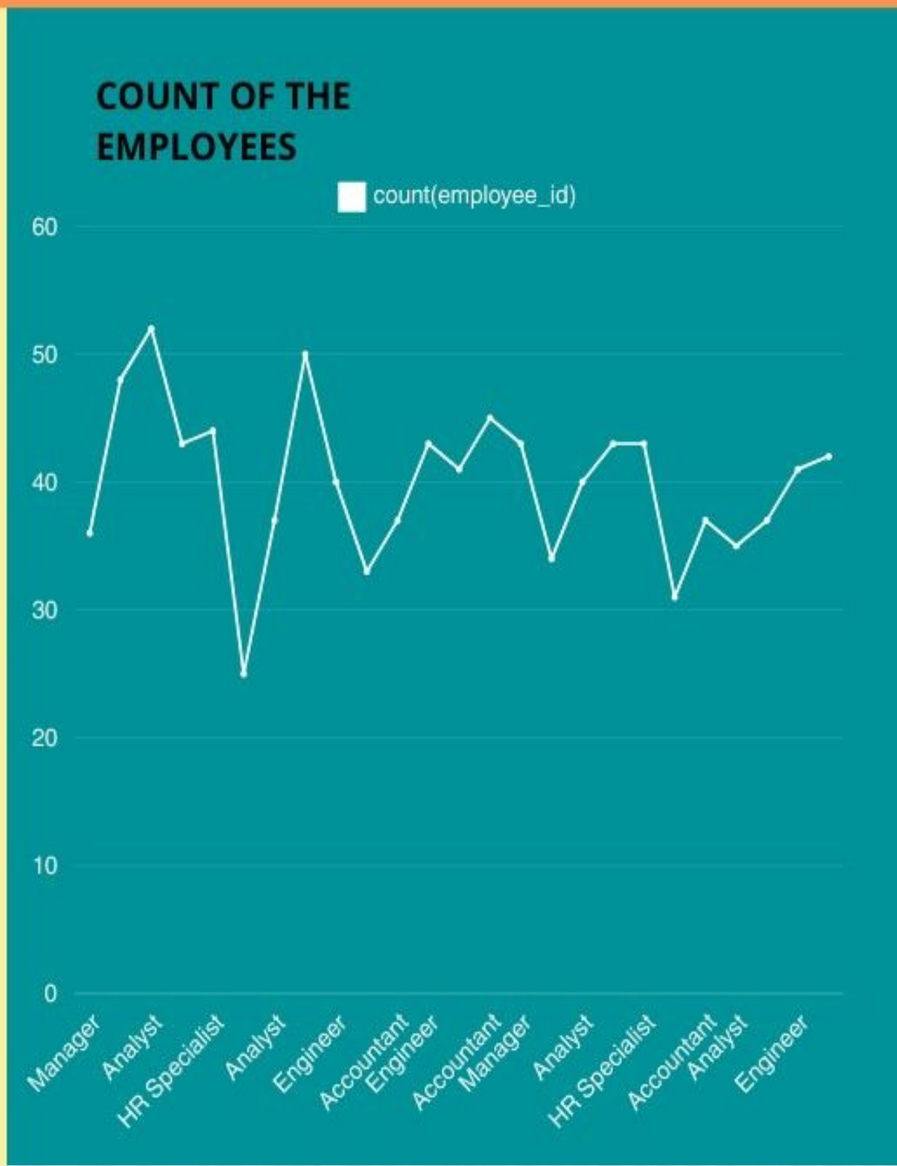
THE TOTAL COUNT OF THOSE WHO HAD = 254
THE TOTAL COUNT OF THOSE WHO DON’T = 264

ANALYZE THE COUNT OF EMPLOYEES AND THE MAX SALARY

THE PERSPECTIVE –
MY OBJECTIVE WAS TO FIND THE MAXIMUM SALARY FROM ALL DEPARTMENT OF ALL THE EMPLOYEES AND TO COUNT THE NUMBERS OF EMPLOYEES FROM EACH DEPARTMENT . THE OUTCOME SHOWS ANALYST ARE THE MAXIMUM EMPLOYEES

NUMBER OF EMPLOYESS VS MAX SAL





KEY INSIGHTS

- EMPLOYEES WHO ARE HIGHLY SATISFIED WITH THEIR JOBS TEND TO BE MORE PRODUCTIVE AND ENGAGED.
- SATISFACTION LEVEL IS OFTEN LINKED TO A SUPPORTIVE WORK ENVIRONMENT, RECOGNITION, AND GROWTH OPPORTUNITIES

- COMPANIES WITH COMPETITIVE SALARY PACKAGES ATTRACT AND RETAIN TOP TALENT.
- MAXIMUM SALARY CAP MAY DEPEND ON INDUSTRY STANDARDS AND COMPANY REVENUE.

- A BALANCED NUMBER OF EMPLOYEES IS CRUCIAL FOR OPTIMIZING WORKLOAD AND MAINTAINING PRODUCTIVITY.
- RAPID GROWTH OR DECLINE IN EMPLOYEE NUMBERS CAN AFFECT COMPANY MORALE AND OPERATIONS.

- MAXIMUM PROMOTION OPPORTUNITIES DRIVE EMPLOYEE MOTIVATION AND CAREER DEVELOPMENT.
- REGULAR PROMOTIONS CAN BOOST EMPLOYEE RETENTION AND ENCOURAGE HIGH PERFORMANCE

- ATTRITION RATE IS A CRUCIAL METRIC FOR ASSESSING WORKFORCE STABILITY.
- HIGH ATTRITION RATES CAN SIGNAL EMPLOYEE DISSATISFACTION OR POOR MANAGEMENT PRACTICES.
- STRATEGIES TO REDUCE ATTRITION INCLUDE IMPROVING WORKING CONDITIONS, COMPENSATION, AND CAREER GROWTH OPPORTUNITIES.

THANKS IVY PROFESSIONALS FOR GIVING ME A CHANCE TO WORK ON THIS PROJECT UNDER THE SUPERVISION OF RESPECTED PRATEEK SIR

THANK YOU