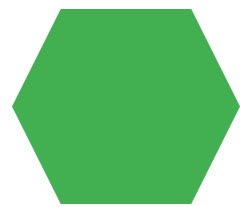


# Employee Data Analysis using Excel



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COLLEGE:valliammal college for women



# PROJECT TITLE



Empolyee attrition analysis using excel dashboard



# AGENDA

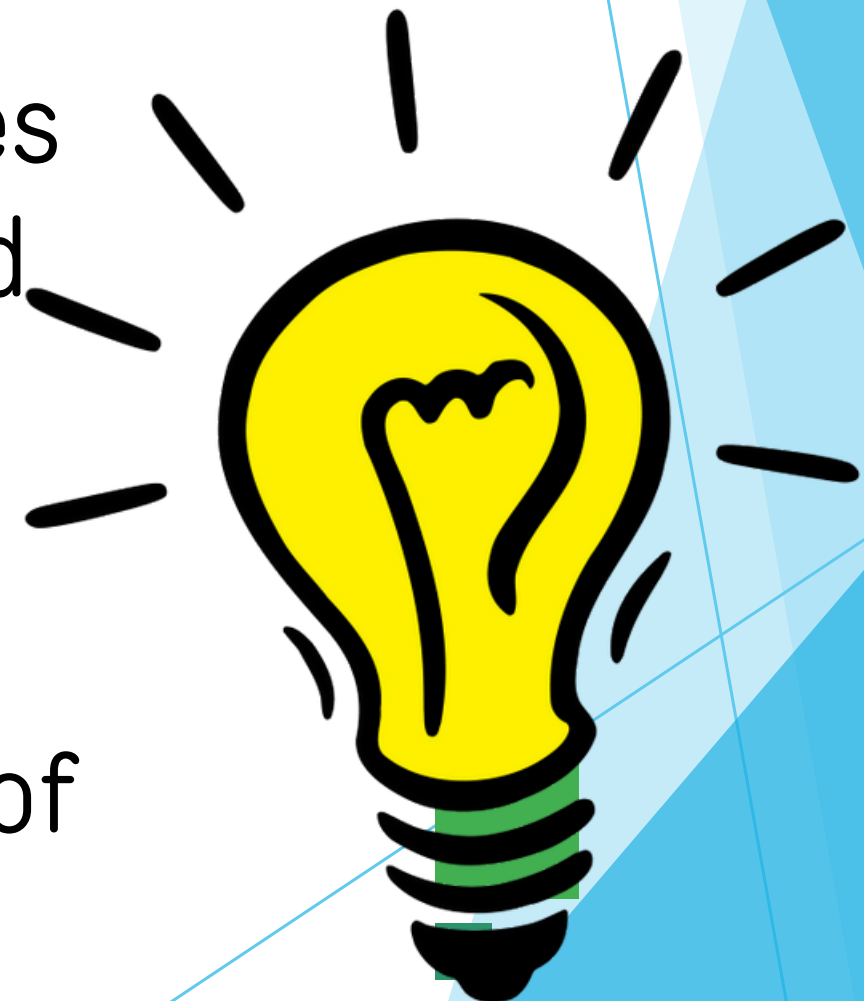
1. Problem Statement
2. Project Overview
3. End Users
4. Our Solution and Proposition
5. Dataset Description
6. Modelling Approach
7. Results and Discussion
8. Conclusion



# PROBLEM STATEMENT

High employee turnover rates lead to significant recruitment and training costs

- Lack of visibility into attrition trends and patterns hinders proactive retention strategies
- Inefficient use of HR resources due to limited data-driven insights
- Inability to identify high-risk employees and predict turnover
- Limited ability to measure the effectiveness of retention initiatives



# PROJECT OVERVIEW

- – Develop an interactive Excel dashboard to analyze employee attrition trends
- Identify key drivers of turnover and predict high-risk employees
- Provide data-driven insights for proactive retention strategies
- Track and measure the effectiveness of retention initiatives
- Enhance organizational decision-making with actionable analytics and visualizations



# WHO ARE THE END USERS?

- HR Managers
- Talent Management Teams
- Department Heads
- Business Leaders
- Operations Teams
- Analytics Teams
- Organizational Development Teams
- Executive Leadership

These 8 groups will benefit from the insights and visualizations provided by the Excel dashboard.



# OUR SOLUTION AND ITS VALUE PROPOSITION



Our Solution: 

- EmpowerHR – Employee Attrition Analysis Dashboard

\_Value Proposition: \_

- Reduce turnover costs by up to 50%
  - Improve employee satisfaction and engagement
  - Enhance leadership development and succession planning
  - Inform strategic business decisions with data-driven intelligence
- 
- 



# Dataset Description

- Employee data: demographics, job details, and tenure
- Attrition data: exit dates, reasons, and notice periods
- HR metrics: training, performance, and engagement scores
- Historical data: 2–3 years of records for trend analysis
- Anonymized data: ensuring confidentiality and compliance



# THE "WOW" IN OUR SOLUTION

"Employee attrition analysis using Excel dashboard provides a powerful tool for organizations to understand and address turnover. By leveraging predictive analytics, interactive visualizations, and real-time insights, businesses can identify high-risk employees, develop targeted retention strategies, and reduce turnover costs. With this solution, HR leaders and managers can make data-driven decisions to improve employee satisfaction, engagement, and retention, ultimately driving organizational success."

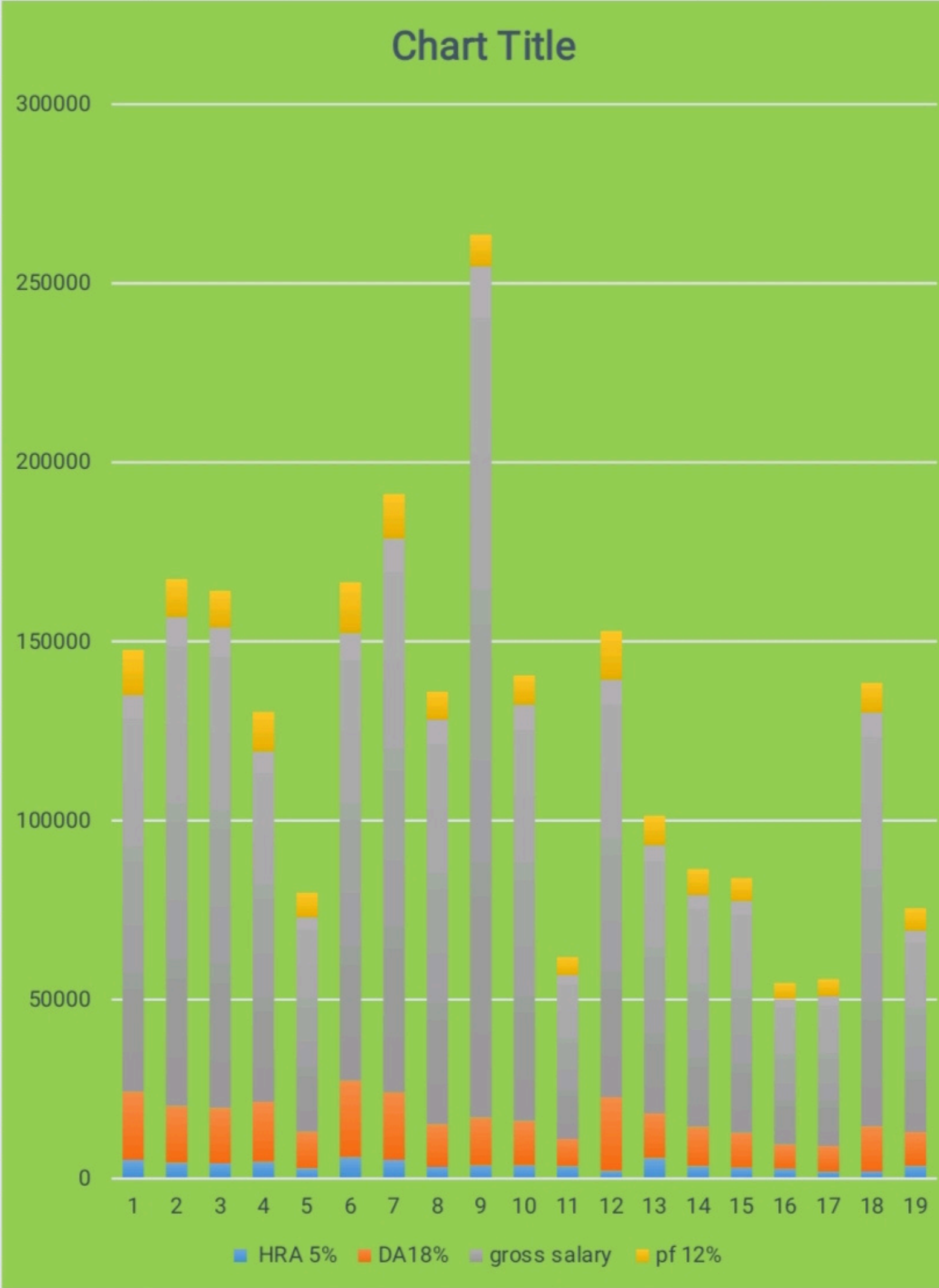




# MODELLING

	A	B	C	D	E	F		H	I	J	K	L	M	
1	Emp ID	Name	Gender	Department	Salary	Start Date	FTI	Employee t	Work location		HRA 5%	DA18%	gross salary	pf
2	PR00147	Minerva Ric	Male	NULL	105468.7	12-Nov-18	1	Permanent	Remote		5273.435	18984.366	110743.135	12
3	PR04686	Oona Donar	Female	Business De	88360.79	43710	1	Permanent	Seattle, USA		4418.0395	15904.942	136489.829	10
4	SQ04612	Mick Sprab	Female	Services	85879.23	43902	1	Permanent	Remote		4293.9615	15458.261	134076.191	10
5	VT01803	Freddy Linfc	Female	Training	93128.34	Mar 5, 2018	1	Fixed Term	Seattle, USA		4656.417	16763.101	97785.757	11
6	TN02749	Mackenzie l	Female	Training	57002.02	2-Apr-18	7	Permanent	Hyderabad, India		2850.101	10260.364	59852.821	68
7	SQ00144	Collen Dunb	Male	Engineering	118976.16	Oct 16, 202	1	Permanent	Wellington, New Zealar		5948.808	21415.709	124925.968	14
8	PR04601	Nananne Gehringer		Support	104802.63	44502	1	Permanent	Hyderabad, India		5240.1315	18864.473	154545.761	12
9	SQ01854	Jessica Call	Female	Marketing	66017.18	43643	3	Permanent	Remote		3300.859	11883.092	112961.939	79
10	SQ00612	Leena Bruc	Male	Research ar	74279.01	43466	1	Permanent	Wellington, New Zealar		3713.9505	13370.222	237649.231	89
11	PR00419	Billi Fellgate	Female	Business De	68980.52	43494	3	Permanent	Remote		3713.9505	12416.494	116189.271	82
12	VT00578	Magnum Lc	Female	Services	42314.39	Oct 18, 202	1	Fixed Term	Remote		3449.026	7616.5902	45764.416	50
13	TN01281	Cletus McG	Female	Engineering	114425.19	27-Jan-20	1	Permanent	Wellington, New Zealar		2115.7195	20596.534	116541.91	13
14	PR04473	Wyn Tread	Female	Business De	69192.85	19-Apr-21	1	Permanent	Columbus, USA		5721.2595	12454.713	74915.1095	8
15	VT02417	Evangelina l	Male	Support	61214.26	12-Mar-18	1	Temporary	Auckland, New Zealan		3459.6425	11018.567	64674.9025	73
16	SQ00691	Verla Timm	Male	Support	54137.05	25-Oct-19	1	Permanent	Remote		3060.713	9744.669	64674.9025	6
17	TN00214	Jo-anne Gol	Female	Training	37902.35	Dec 24, 201	1	Permanent	Chennai, India		2706.8525	6822.423	40610.2025	4
18	VT02539	Devinne Tur	Male	Engineering	39969.72	10-Dec-18	1	Temporary	Columbus, USA		1895.1175	7194.5496	41865.8375	47
19	SQ04598	Pearla Bete	Male	Services	69913.39	43584	1	Permanent	Remote		1998.486	12584.41	115496.876	83
20	TN00464	Maritsa Mai	Male	Research ar	52748.63	27-Jan-20	1	Permanent	Chennai, India		3495.6695	9494.7534	56245.2995	63
21														

# RESULTS





# conclusion

"Employee attrition analysis using Excel dashboard provides a powerful tool for organizations to understand and address turnover. By leveraging predictive analytics, interactive visualizations, and real-time insights, businesses can identify high-risk employees, develop targeted retention strategies, and reduce turnover costs. With this solution, HR leaders and managers can make data-driven decisions to improve employee satisfaction, engagement, and retention, ultimately driving organizational success."