Employee Data Analysis using Excel

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PROJECT TITLE

"Analyzing Employee Attrition through Job Satisfaction Feedback" 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

To Analyse the Attrition i.e., Employee turnover by examining the Job satisfaction level by reviewing the feedback for job .

PROJECT OVERVIEW

This project aims to examine employee attrition by analyzing job satisfaction levels through feedback. The goal is to identify patterns in turnover, understand the factors influencing job satisfaction. The findings will assist in developing strategies to improve job satisfaction, reduce turnover rates, and promote a more stable, motivated workforce.

WHO ARE THE END USERS?

MANAGING DIRECTOR

-To Examine the Employee Turnover

- Human Resources (HR) Teams

COMPANY

- Management & Executives
  - Team Leaders & Supervisors
    - Business Analysts

OUR SOLUTION AND ITS VALUE PROPOSITION

Conditonal Formatting - To

Sort & Filter - Remove the Blank Missing Values. **Pivot Table** - Summary of Employee Turnover from the Company through job satisfaction. **Formulas** - IFS (To get the Feedback for Job) **Graphs**- (Bar Chart & Pie Chart) - FINAL REPORT on Employee Attrition

Dataset Description

Employee Attrition Dataset - Kaggle.com
Variables : 35 Features
Age = <int> Numerical Values
Attrition = <fct> Text Values (Yes/No)
Gender = <fct> Text Values (Male/Female)
Job Level = <int> Numerical Values
Job Satisfaction = <int> Numerical Values
Feedback for Job = <fct> Text Values
Performance rating = <int> Numerical Values
Total Working Years = <int> Numerical Values **Overtime** = <fct> Text Values (Yes/No)

THE "WOW" IN OUR SOLUTION

New Formula Used :
IFS

To Find out the Feedback for Job by Analysing the Job Satisfaction Level .

MODELLING

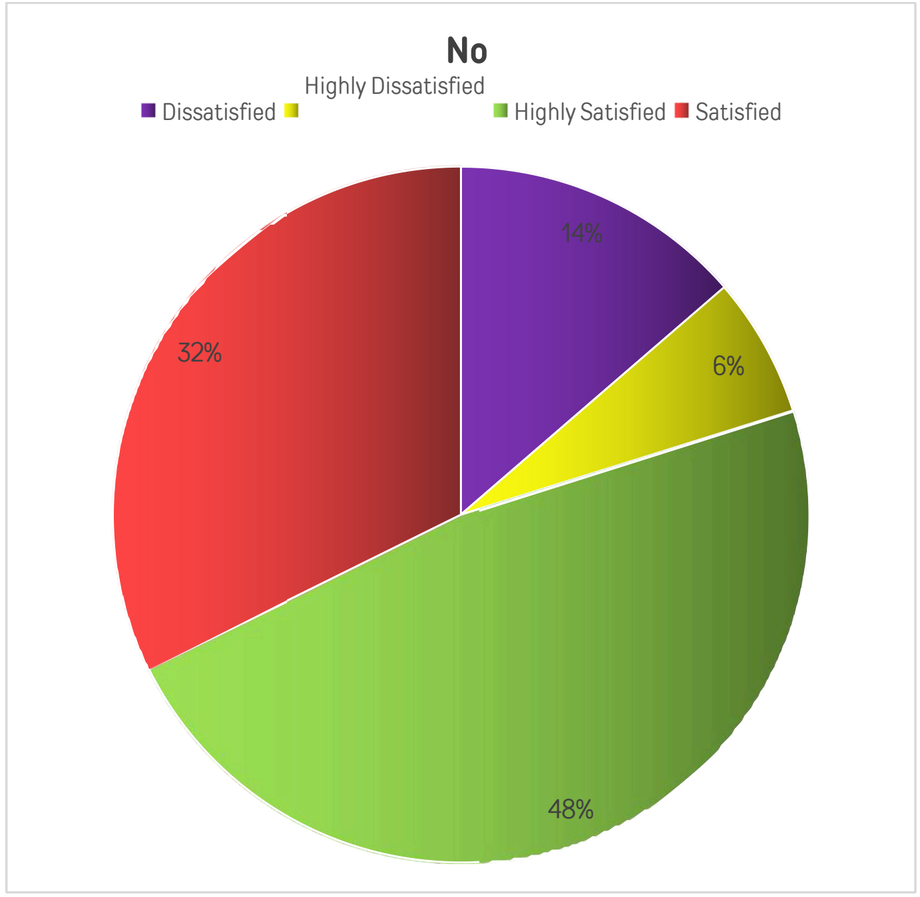
1. Dataset Collection - Employee Attrition Dataset
2. Dataset Preparation - Clearing Blanks, and Removing Blank data in the Dataset.
3. Using IFS formula to attain the Feedback for Job through Job Satisfaction Level (1,2,3,4) (Satisfied & Dissatisfied)
4. Insert Pivot Table to Summarize the Dataset on Employee Attrition based on Gender, Job Satisfaction Level, Attrition (Yes/No) and Feedback for Job.

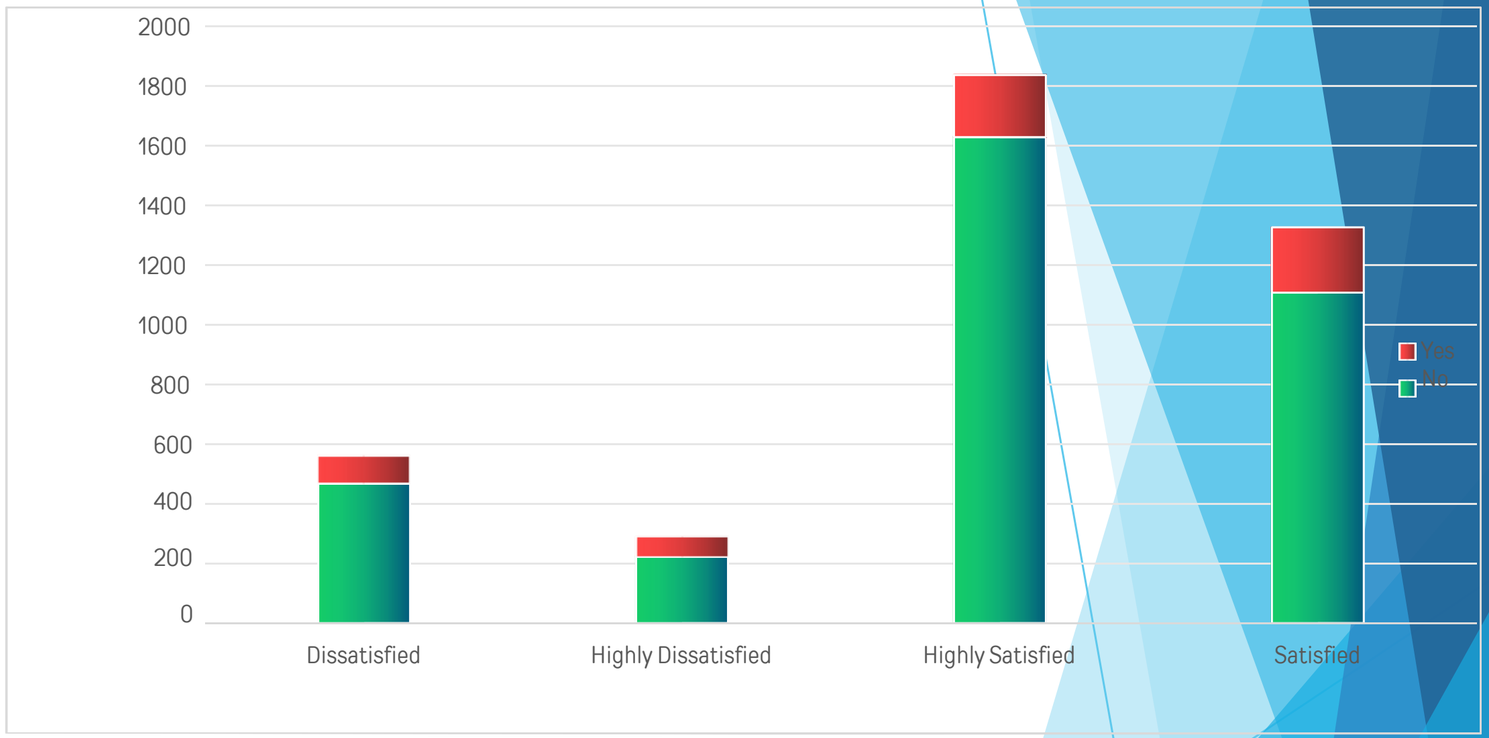
5. Data Visualization using Bar Chart and Pie Chart to represent the turnover by gender and satisfaction level.
6. Final Report

RESULTS

PIE CHART VISUALIZATION

BAR CHART VISUALIZATION


No
Highly Dissatisfied
Dissatisfied
Highly Satisfied
Satisfied
14%
6%
32%
48%


2000
1800
1600
1400
1200
1000
800
600
400
200
0
Dissatisfied
Highly Dissatisfied
Highly Satisfied
Satisfied
Yes
No

Conclusion

In conclusion, this project highlights the importance of analyzing employee turnover through job satisfaction feedback to uncover underlying factors that contribute to attrition. By identifying patterns in employee dissatisfaction, organizations can gain valuable insights into the root causes of turnover. Implementing data-driven strategies based on these insights can enhance job satisfaction, improve employee retention, and ultimately reduce turnover rates, fostering a

more stable, productive, and engaged workforce that supports long-term success.