loyee Data Analysis using Excel

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PROJECT TITLE

Using pivot table for employee turnover analysis

AGENDA

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2. Project Overview
3. End Users
4. Our Solution and Proposition
5. Dataset Description
6. Modelling Approach
7. Results and Discussion
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PROBLEM STATEMENT

The HR department aims to understand the patterns and drivers behind employee turnover within the organization. High turnover rates can indicate underlying issues such as low job satisfaction, poor workplace culture, inadequate compensation, or lack of career development opportunities. To address these challenges, we need a comprehensive analysis that identifies trends, segments affected, and potential causes of turnover. To

PROJECT OVERVIEW

Employee turnover is a critical metric for organizations, as it impacts productivity, company culture, and overall business performance. High turnover rates can indicate underlying problems within the organization, such as low job satisfaction, inadequate compensation, or lack of career development opportunities. To address these challenges, the HR department seeks to perform a detailed analysis of employee turnover using pivot tables, a powerful tool for summarizing and visualizing data. Dr

WHO ARE THE END USERS?

The end users of pivot table analysis for employee turnover are:

1:HR Managers and Specialists: To identify turnover trends and develop retention strategies.

2:Recruitment Teams: To adjust hiring strategies based on turnover data.
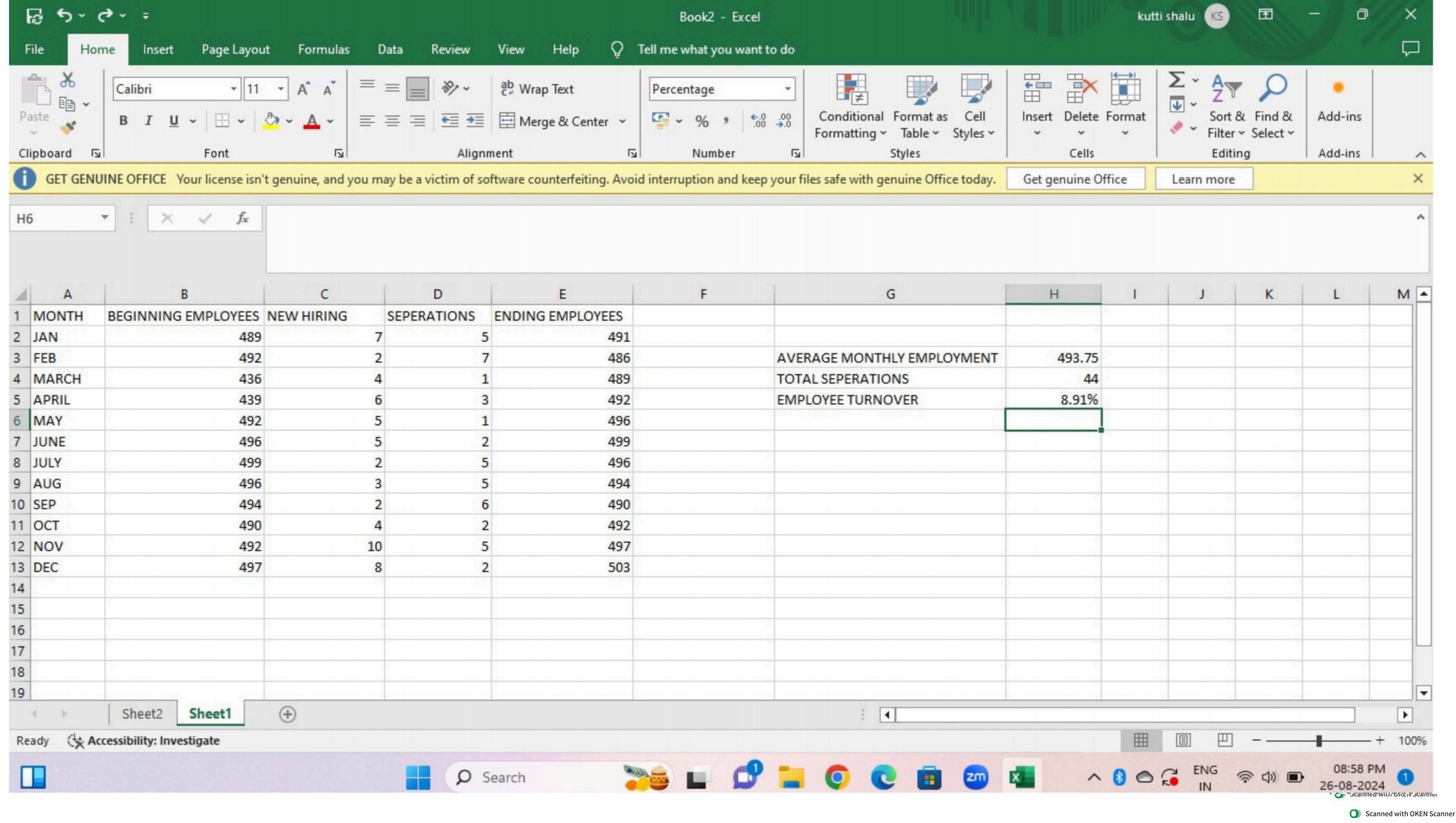
3:Senior Leadership and Executives: To understand workforce stability and make strategic decisions.

4:Department Managers and Team Leaders: To address team-specific turnover issues.

5:Financial Analysts: To assess the financial impact of turnover.

6:Organizational Development and L&D Teams: To create programs that improve retention.

7:Employee Engagement Teams: To evaluate and enhance employee experience.

8:Data Analysts and BI Teams: To provide data insights and maintain analytical tools.

	A	B	C	D	E	F	G	H
1	MONTH	BEGINNING EMPLOYEES	NEW HIRING	SEPERATIONS	ENDING EMPLOYEES			
2	JAN	489	7	5	491			
3	FEB	492	2	7	486		AVERAGE MONTHLY EMPLOYMENT	493.75
4	MARCH	436	4	1	489		TOTAL SEPERATIONS	44
5	APRIL	439	6	3	492		EMPLOYEE TURNOVER	8.91%
6	MAY	492	5	1	496			
7	JUNE	496	5	2	499			
8	JULY	499	2	5	496			
9	AUG	496	3	5	494			
10	SEP	494	2	6	490			
11	OCT	490	4	2	492			
12	NOV	492	10	5	497			
13	DEC	497	8	2	503			

OUR SOLUTION AND ITS VALUE PROPOSITION

Our solution uses pivot tables to analyze employee turnover, providing quick, flexible insights into trends and patterns across various departments, roles, and demographics.

(valuation proposition)

Data-Driven Insights: Identify turnover trends and high-risk areas quickly.

2:Improved Decision-Making: Make targeted interventions based on clear data.

3:Cost Savings: Reduce recruitment and training costs by addressing turnover causes.

4:Enhanced Retention: Develop effective strategies to retain employees.

5:Increased Stability: Promote a stable and productive workforce.

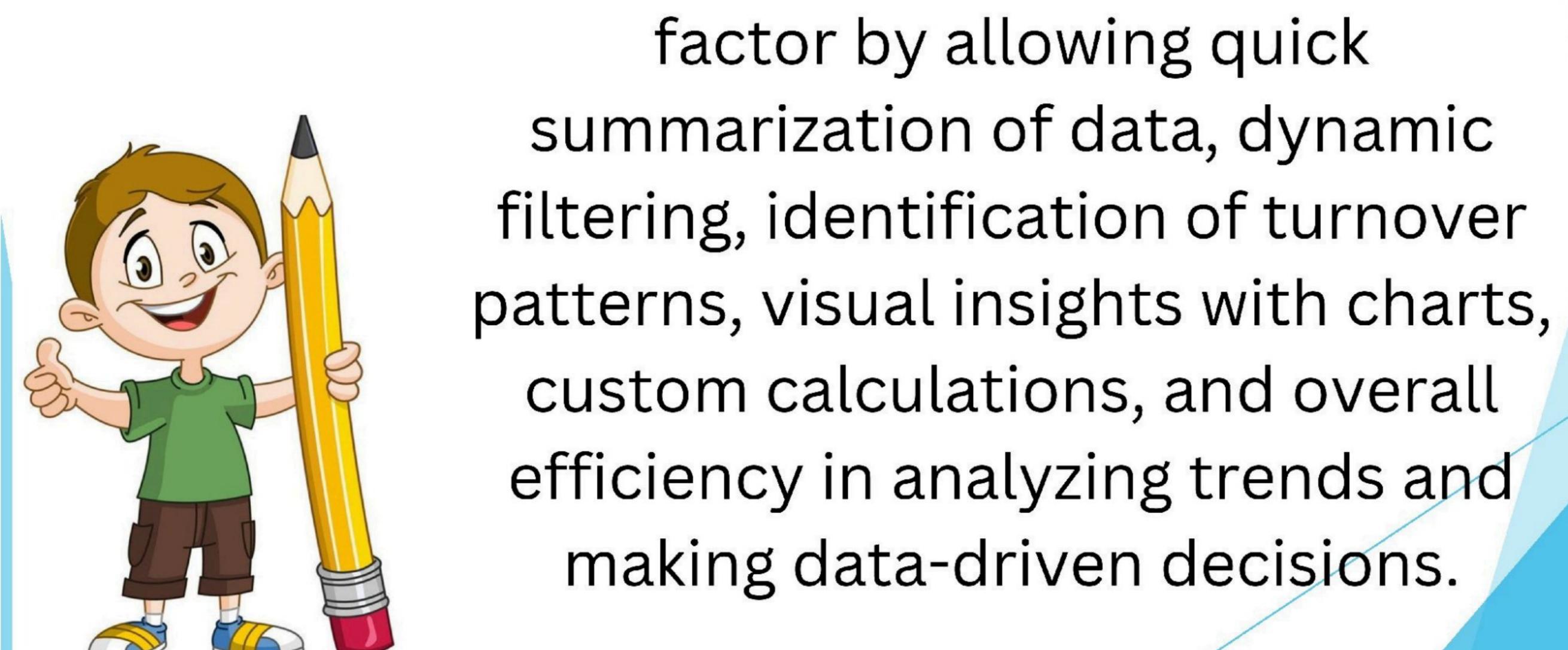6:User-Friendly: Easy to use for ongoing analysis by multiple stakeholders.

Dataset Description

A pivot table helps analyze employee turnover by summarizing data across various dimensions, such as department, job role, tenure, or reason for leaving. It allows for the identification of patterns and trends, calculation of turnover rates, and pinpointing of areas with higher turnover, aiding in the development of targeted retention strategies.

THE "WOW" IN OUR SOLUTION

Using a pivot table for employee turnover analysis provides a "wow" factor by allowing quick summarization of data, dynamic filtering, identification of turnover patterns, visual insights with charts, custom calculations, and overall efficiency in analyzing trends and making data-driven decisions.

MODELLING

1. Prepare Data: Collect and clean employee data.
2. Create Pivot Table: Set up rows, columns, values, and filters.
3. Analyze: Identify turnover trends and patterns.
4. Visualize: Use charts to highlight insights.
5. Report: Summarize findings and make retention recommendations.
6. Monitor: Update and adjust analysis regularly.

RESULTS

Using a pivot table for employee turnover analysis can reveal turnover rates by department, trends over time, insights into employee tenure, turnover by role, seasonal patterns, and demographic factors.

conclusion

In conclusion, using a pivot table for employee turnover analysis offers a powerful way to efficiently summarize and explore data. It helps identify key patterns, trends, and insights related to turnover, facilitating more informed decision-making and effective HR strategies.