loyee Data Analysis using Excel

STUDENT NAME: J. MARGARET
REGISTER NO:312210178– asunm136322ca27
DEPARTMENT:B.com(Computer applications)
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
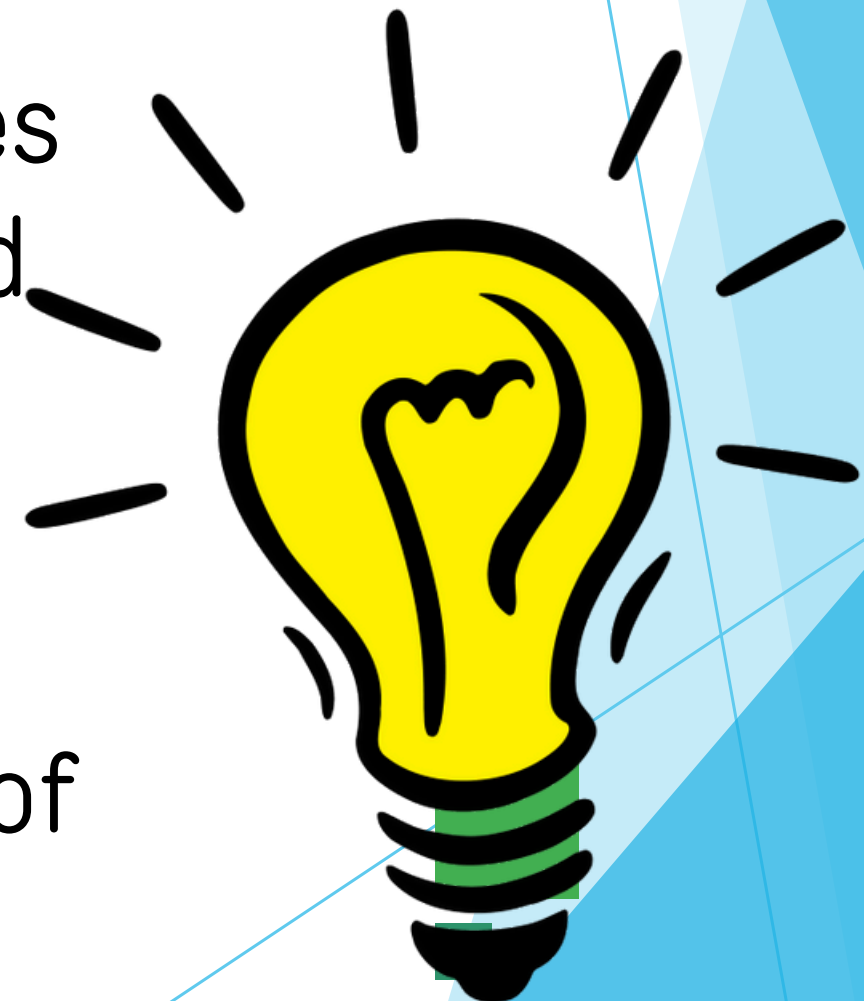
PROJECT OVERVIEW

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  - 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	FTI	H	I	J	K	L	M	pf
1	Emp ID	Name	Gender	Department	Salary	Start Date		Employee t	Work location		HRA 5%	DA18%	gross salary	
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 Sprabe	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 I	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	9	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 Lo	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 Treadc	Female	Business De	69192.85	19-Apr-21	1	Permanent	Columbus, USA		5721.2595	12454.713	74915.1095	8
15	VT02417	Evangelina I	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
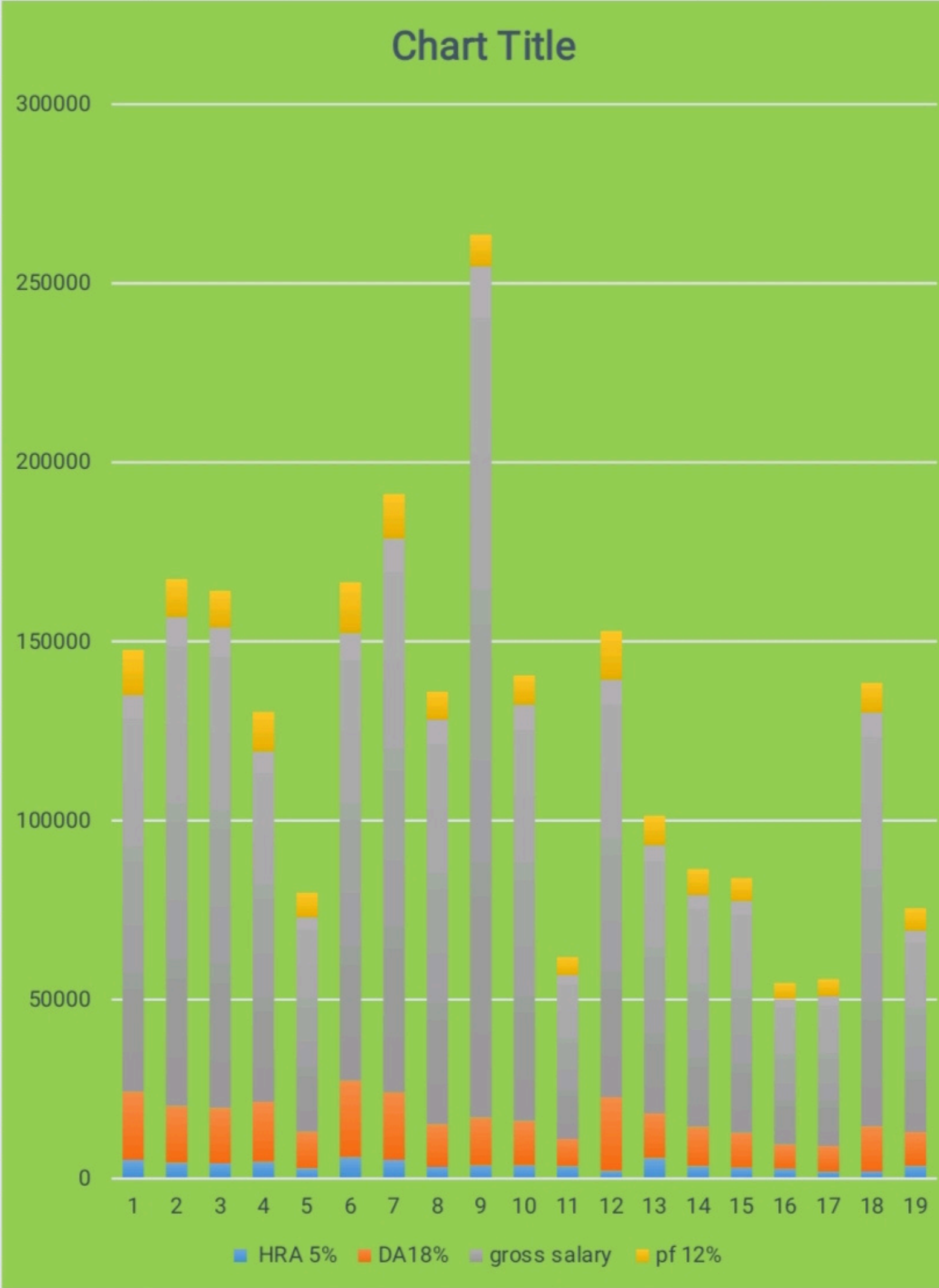
conclusion

"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."