

Employee Gender Analysis using Excel



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PROJECT TITLE



Employee Gender Analysis 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

The “Employee Gender Analysis” project aims to examine gender distribution, representation, potential disparities within an organisation. By analyzing data on employee demographics, positions, promotions, and salaries, the project seeks to identify trends and patterns that may indicate gender biases or imbalances. The findings will inform recommendations for fostering a more equitable work place ,ensuring diversity, and promoting inclusive policies.



PROJECT OVERVIEW



- .The Employee Gender Analysis project aims to assess gender distribution and disparities within an organisation. It involves collecting and analyzing employee data, including gender, job roles, promotion, salaries, and performance rating. The goal is to identify trends, ensure equitable treatment, and inform policies to promote diversity and inclusion. The project will provide actionable insights to address gender imbalances and enhances organisation fairness.



WHO ARE THE END USERS?

The end users for the Employee Gender
Analysis Dataset:

**Diversity and inclusion
officers.**

**Company executives.
HR Managers.**

OUR SOLUTION AND ITS VALUE PROPOSITION



Our solution for the Employee Gender Analysis project is a comprehensive data analytics tool that visualizes gender distribution across various roles and departments. The value proposition lies in its ability to provide actionable insights for promoting gender equality, identifying disparities, and ensuring compliance with diversity policies. This tool empowers HR and leadership teams to make informed decisions. Fostering a more inclusive balanced workplace environment.

Dataset Description

The data which I used for this analysis, which I download from Kaggle

There are 8 feature in the data

(e.i) 1. emp ID

2.Name

3.Gender

4.Department

5.Salary

6.Start date

7.Employee type

8.work location

THE "WOW" IN OUR SOLUTION

1. Filtering- removing blanks.
Conditional formatting.
2. highlighting blanks and 'null' text.
3. pivot table- Gender analysis summary.
4. Bar graph- Final report.



MODELLING

Data set

Table:

Border

Table Colour.

Conditional formatting:

Highlighting data that contains blanks and null text.

Filtering:

Filtering all the highlighting cells.

Pivot table:

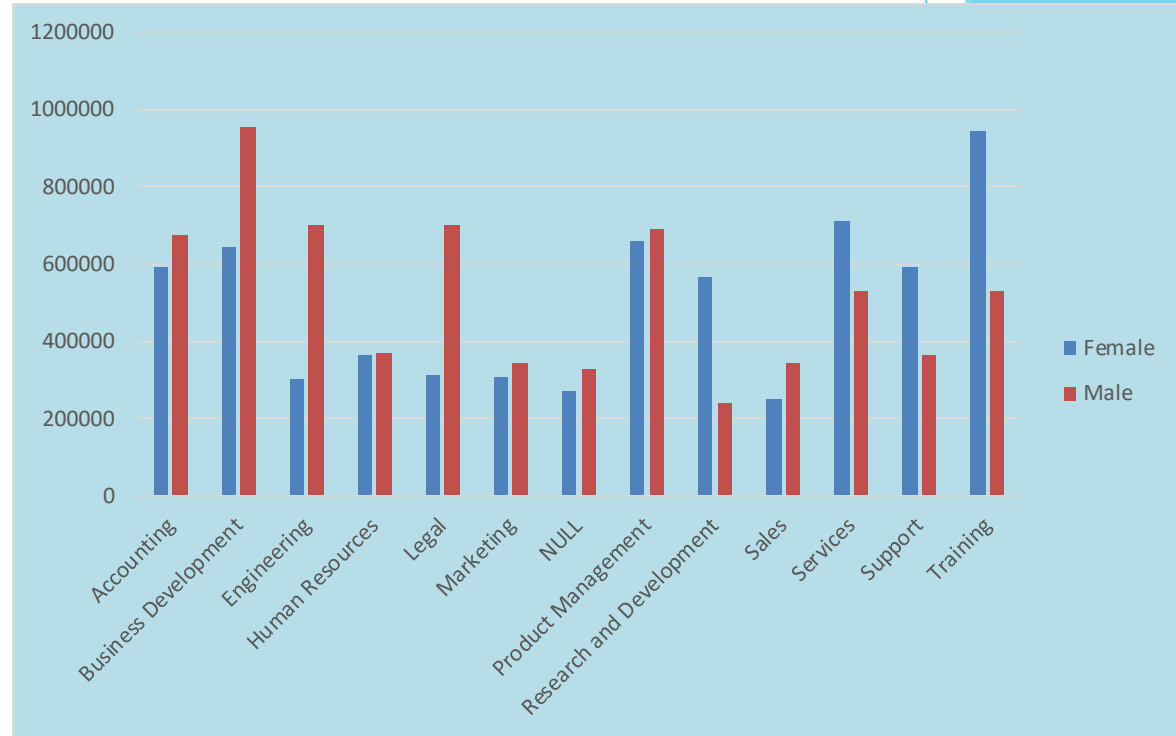
Create pivot table by selecting gender and salary to analysis the salary to each gender in the organisation.

Final Report:

Bar graph for the clear visualization.

RESULTS

Sum of Salary	Column Labels		
Row Labels	Female	Male	Grand Total
Accounting	593328.55	675617.63	1268946.18
Business Development	645391.8	954220.1	1599611.9
Engineering	299955.46	700436.76	1000392.22
Human Resources	364863.49	369460.9	734324.39
Legal	314028.37	703739.14	1017767.51
Marketing	309685.02	342169.16	651854.18
NULL	272872.87	327257.86	600130.73
Product Management	661302.88	690917.35	1352220.23
Research and Development	566916.95	240643.96	807560.91
Sales	250831.84	343193.75	594025.59
Services	710084.74	530304.64	1240389.38
Support	591810.4	365946.89	957757.29
Training	943573.67	527713.8	1471287.47
Grand Total	6524646.04	6771621.94	13296267.98



Conclusion

In conclusion, the Employee Gender Analysis project offers vital insights into gender representation, enabling stakeholders to identify disparities and drive positive change. By leveraging the data, the company can promote a more inclusive workplace, align with diversity goals, and enhance employee satisfaction. This project not only supports compliance with legal requirements but also strengthens the organization's commitment to gender equality and overall workplace diversity.