


Employee Data Analysis using Excel

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PROJECT TITLE



Employee Performance Analysis using Excel



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AGEND

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2. Project Overview
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5. Dataset Description
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PROBLEM STATEMEN

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- 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



OUR SOLUTION AND ITS VALUE PROPOSITION



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
- Boost organizational performance and competitiveness



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

- _Predictive Analytics_
- _Interactive Visualizations_
- _Real-time Insights_
- _Customizable Reports_
- _Seamless Integration_
- _Actionable Recommendations_
- _Cost Savings_
- _Enhanced Decision Making_

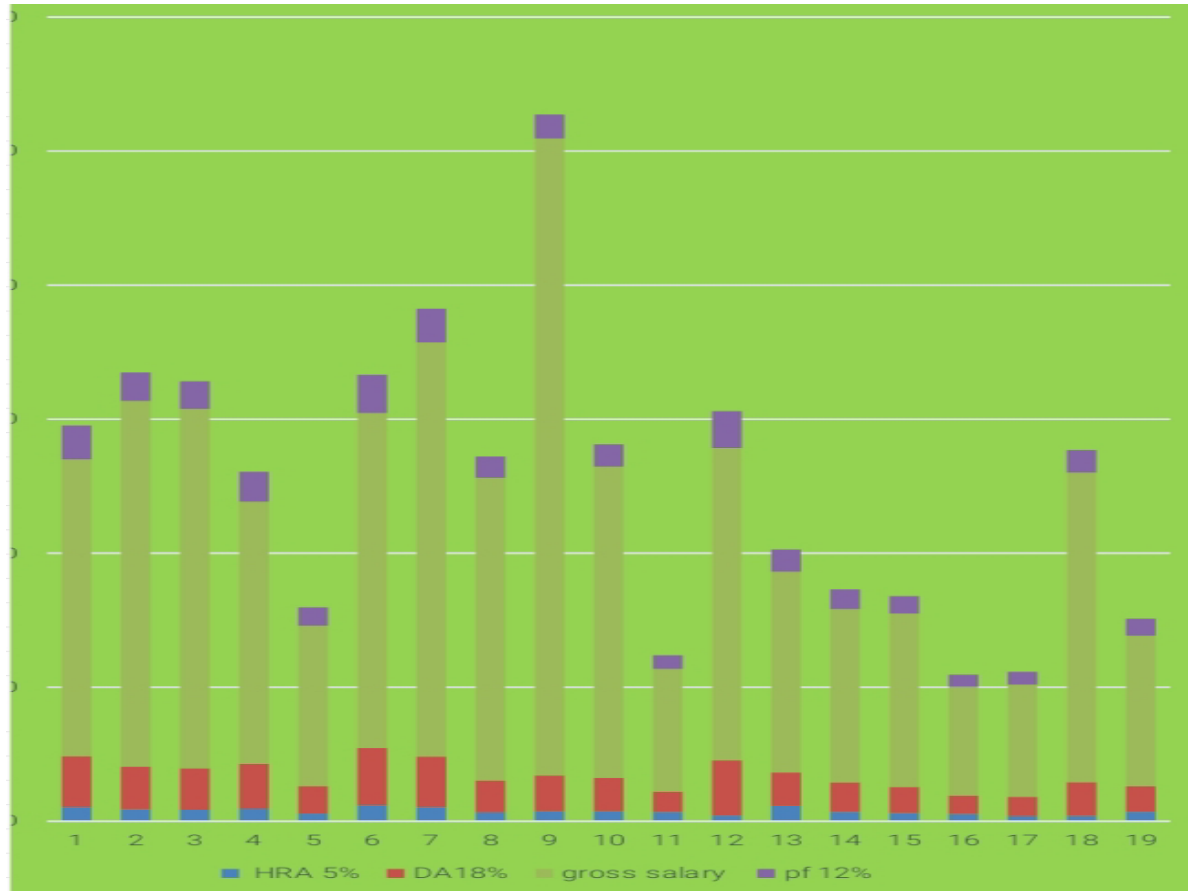


MODELLIN G

	B	C	D	E	F	G	H	I	J	K	L	M	N
1	Name	Gender	Department	Salary	Start Date	FTE	Employee ty	Work location		HRA 5%	DA18%	gross salary	pf 12%
2	Minerva Ricci	Male	NULL	105468.7	12-Nov-18		1 Permanent	Remote		5273.435	18984.366	110743.13	12656.244
3	Oona Donan	Female	Business De	88360.79	43710		1 Permanent	Seattle, USA		4418.0395	15904.942	136489.83	10603.295
4	Mick Sprabe	Female	Services	85879.23	43902		1 Permanent	Remote		4293.9615	15458.261	134076.19	10305.508
5	Freddy Linfo	Female	Training	93128.34	Mar 5, 2018		1 Permanent	Seattle, USA		4656.417	16763.101	97785.757	11175.401
6	Mackenzie H	Female	Training	57002.02	2-Apr-18		0.7 Permanent	Hyderabad, India		2850.101	10260.364	59852.821	6840.2424
7	Collen Dunbl	Male	Engineering	118976.16	Oct 16, 2020		1 Permanent	Wellington, New Zealand		5948.808	21415.709	124925.97	14277.139
8	Nananne Gehringer		Support	104802.63	44502		1 Permanent	Hyderabad, India		5240.1315	18864.473	154545.76	12576.316
9	Jessica Call	Female	Marketing	66017.18	43643		0.9 Permanent	Remote		3300.859	11883.092	112961.94	7922.0616
10	Leena Bruci	Male	Research an	74279.01	43466		1 Permanent	Wellington, New Zealand		3713.9505	13370.222	237649.23	8913.4812
11	Billi Fellgate	Female	Business De	68980.52	43494		0.8 Permanent	Remote		3713.9505	12416.494	116189.27	8277.6624
12	Magnum Lor	Female	Services	42314.39	Oct 18, 2021		1 Fixed Term	Remote		3449.026	7616.5902	45764.416	5077.7268
13	Cletus McGa	Female	Engineering	114425.19	27-Jan-20		1 Permanent	Wellington, New Zealand		2115.7195	20596.534	116541.91	13731.023
14	Wyn Treadg	Female	Business De	69192.85	19-Apr-21		1 Permanent	Columbus, USA		5721.2595	12454.713	74915.11	8303.142
15	Evangelina L	Male	Support	61214.26	12-Mar-18		1 Temporary	Auckland, New Zealand		3459.6425	11018.567	64674.903	7345.7112
16	Verla Timmi	Male	Support	54137.05	25-Oct-19		1 Permanent	Remote		3060.713	9744.669	64674.903	6496.446
17	Jo-anne Got	Female	Training	37902.35	Dec 24, 2019		1 Permanent	Chennai, India		2706.8525	6822.423	40610.202	4548.282
18	Devinne Tun	Male	Engineering	39969.72	10-Dec-18		1 Temporary	Columbus, USA		1895.1175	7194.5496	41865.838	4796.3664
19	Pearla Betei	Male	Services	69913.39	43584		1 Permanent	Remote		1998.486	12584.41	115496.88	8389.6068
20	Maritsa Mari	Male	Research an	52748.63	27-Jan-20		1 Permanent	Chennai, India		3495.6695	9494.7534	56245.299	6329.8356



RESULT S



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."

