

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



PROBLEMSTATEMENT

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 enhance 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

Table Colour.

Conditional formatting:

Highlighting data that contains blanks and null text.

Filtering:

Filtering all the highlighting cells.

Pivot table:

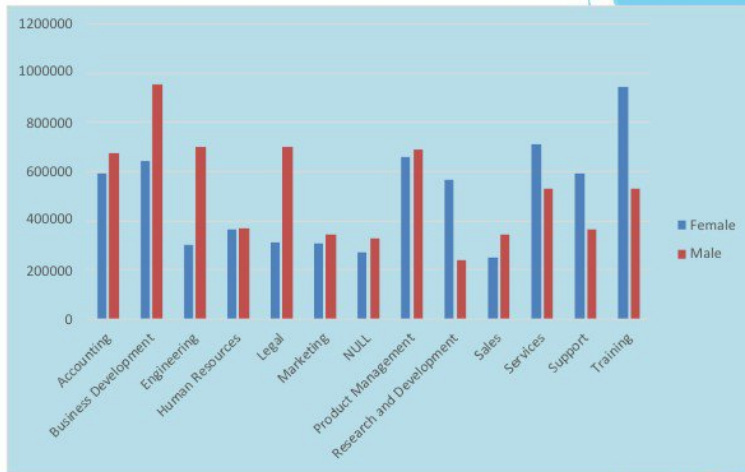
Create pivot table by selecting gender and salary to analysis the salary to each gender in the organisation.

Final Report:

Bar graph for the clear visualization.

RESULTS

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