

Employee Data Analysis using Excel



STUDENT NAME: NIVETHA. A

REGISTER NO: 2213391042039,asunm1339221331042039

DEPARTMENT: Bcom(corporate secretaryship)

COLLEGE: Queen Mary's College



PROJECT TITLE

HR ANALYTICS 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 [Company/Organization] is facing challenges in understanding the dynamics of its workforce, including trends in hiring, retention, and turnover. With a large dataset of employment information, including employee demographics, job roles, tenure, and separation reasons, we need to analyze the data to identify key insights and patterns that can inform data-driven decisions to optimize workforce planning, improve employee satisfaction, and reduce turnover rates."



PROJECT OVERVIEW

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Employee data analysis refers to the process of examining and interpreting data related to employees within an organization to gain insights and make informed decisions.

By analyzing these aspects, organizations can:



1. Identify trends and patterns
2. Inform HR strategies and initiatives
3. Improve employee experience and engagement
4. Enhance talent management and development
5. Optimize workforce planning and resource allocation
6. Support data-driven decision-making



WHO ARE THE END USERS?



HR Professionals
Business leaders
Manager
IT and Data teams
Finance and Accounting
Employee themselves



OUR SOLUTION AND ITS VALUE PROPOSITION



conditional formatting- missing
filter-remove
formula-performance
pivot-summary
graph-data visualization



Dataset Description

Employee –kaagle

26-feature

9-feature

Employee id-number

Name -text

Employee type

Performance level

Gender-male female

Employee rating-numerical values

MODELLING

Data collection

- 1.
- 2.
- 3.

Feature collection

- 1.
- 2.

Performance level

- 1.
- 2.

Data cleaning

- 1.
- 2.

Summary

- 1.
- 2.

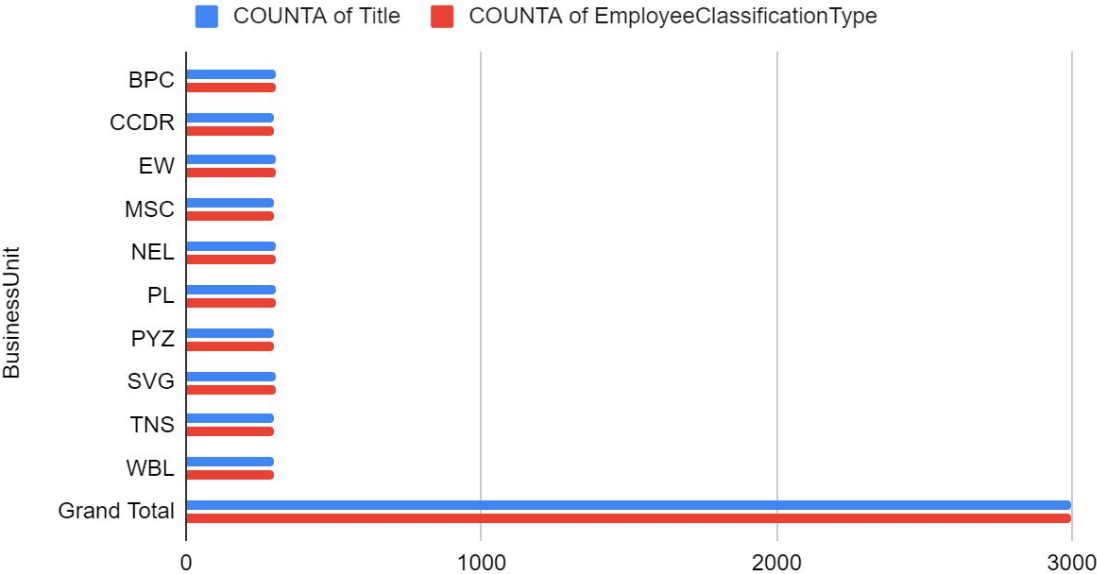
Visualization

- 1.
- 2.

RESULTS

<i>BusinessUnit</i>	COUNTA of Title	COUNTA of EmployeeClassificationType
BPC	303	303
CCDR	300	300
EW	302	302
MSC	296	296
NEL	304	304
PL	301	301
PYZ	299	299
SVG	304	304
TNS	297	297
WBL	294	294
Grand Total	3000	3000

COUNTA of Title and COUNTA of EmployeeClassificationType



conclusion

By comparing the performance of the employees, the number of employees are hire in average.so we needs to give different task based on their performance.