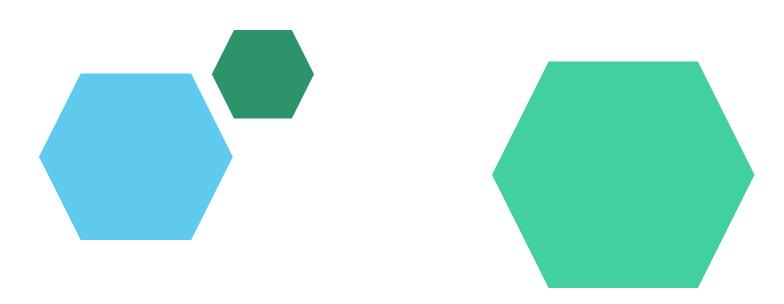# loyee Data Analysis using Excel

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PROJECT TITLE

Employee 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

Successful employees meet deadlines, make sales, and build the brand through positive customer interactions. Employee attrition is a major cost to an organization and predicting such attritions is the most important requirement of the Human Resources department in many organizations.

PROJECT OVERVIEW

Attrition can lead to reduced labor costs, as the organization may not immediately fill vacated positions, thereby saving on salaries and related expenses. This can be beneficial when the company needs to be conscious about its spending,

WHO ARE THE END USERS?

Employee attrition analytics is specifically focused on identifying why employees voluntarily leave, what might have prevented them from leaving, and how we can use data to predict attrition risk. Most importantly, this type of employee predictive analytics can be used to help organizations understand and design the interventions that will be most effective in reducing unwanted attrition.

Over the past two years, this type of analytic practice has become indispensable. Global labor markets have swung dramatically due to the COVID-19 pandemic, and in August 2021, 55% of the American workforce said that they plan on looking for new employment over the next 12 months.

OUR SOLUTION AND ITS VALUE PROPOSITION

Employee attrition is one of the major factors that affect overall business performance. Organizations incur huge costs in terms of lost productivity and expertise, recruitment as well as training costs. For this reason, they are struggling hard to find and extirpate the causes for high attrition. These causes may vary with industry and location. This paper aims at finding the causes of attrition in a reputed sales organization with its presence in all major cities in India. This sampling method was used to ensure that the employees from all regions, tenure range, business units and grades are included.

Dataset Description

The Employee Attrition dataset encompasses detailed information about employees, capturing essential parameters such as: Employee Information: Employee ID, age, gender, education, and marital status. Job Role and Department: Information on the job role, department, and job level.

Attrition rate is a metric that quantifies the rate at which employees depart an organisation, whether voluntarily or involuntarily. It represents the pace of employee turnover, expressed as a percentage and serves as a key indicator for HR teams to evaluate retention efforts and understand organisational dynamics.

THE "WOW" IN OUR SOLUTION

Interactive Slicers: Filter data based on Phase, Process, Sub Process, Year, Month, Gender, and Tenure.

Attrition Analysis: Visualize Total Attrition%, YTD Attrition%, and Annualized Attrition% using semi-circle charts with data labels.

MODELLING

Employees are the backbone of any organization, the key asset driving its success.

" This classic phrase by Shiv Nadar, of HCL Tech, summarizes the importance of the workforce in an organizational. Recognizing that every employee contributes to success and growth, HR departments put a lot of energy into hiring the right people. On the other hand, keeping employees is just as difficult as attracting new ones, which is a problem many companies face.

RESULT

The results;
therefore indicate that employee demographic and job related attributes as important factors that affect employee turnover within an organization. The most important attributes were the Salary and Length of service of employee.

conclusion

Results obtained from the study shows that employee Salary and Length of service were determining factors for predicting employee attrition in the institution whose data was used for the case study.