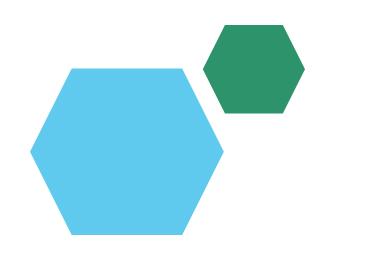
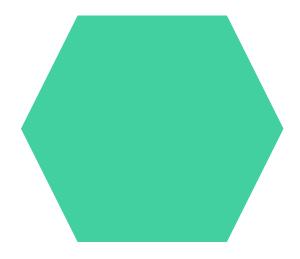
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STUDENT NAME: V.Roshini

REGISTER NO:132200045

DEPARTMENT: B.com cooperation

COLLEGE: THE QUAID-E-MILLETH COLLEGE FOR MEN





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

Analyze the factors contributing to employee attrition and present the findings in an interactive Excel dashboard. This will help in identifying key drivers of attrition and suggest strategies for improving employee retention.

PROJECT OVERVIEW

The Employee Attrition Analysis Using Excel Dashboard** project aims to identify the key factors driving employee turnover in an organization. By analyzing employee data, including demographics, job roles, and performance metrics, the project will uncover trends and patterns related to attrition. The findings will be presented in an interactive Excel dashboard, enabling stakeholders to easily explore the data and make informed decisions to improve employee retention.

WHO ARE THE END USERS?

- 1. HR Managers and Executive They use the dashboard to identify key drivers of employee attrition and implement strategies to improve retention.
- 2. Department Heads:They monitor attrition within their teams and address issues related to employee satisfaction.

OUR SOLUTION AND ITS VALUE PROPOSITION



Our Solution:

An interactive Excel dashboard that analyzes employee data to identify the key factors driving attrition. The dashboard provides clear, visual insights into trends and patterns, enabling data-driven decision-making.

Value Proposition:

By using this solution, organizations can proactively address the root causes of employee turnover, leading to improved retention rates, reduced hiring costs, and a more engaged and stable workforce.



Dataset Description

Data Set Description:

The dataset includes employee demographics (age, gender, education), job information (department, role, salary, tenure), performance metrics (ratings, promotions), and attrition details (status, reason for leaving). This comprehensive data helps analyze the factors driving employee turnover.

THE "WOW" IN OUR SOLUTION

. Interactive Visualizations: Utilize dynamic filters (slicers) and drill-down capabilities in your Excel Dashboard, allowing users to explore data based on different criteria like department, tenure, and performance.

2 Advanced Data Visualizations: Incorporate heat maps and KPI indicators to highlight critical areas, such as departments with high attrition, and display trends over time, making the dashboard visually impactful and insightful.

MODELLING

- 1. Data Modeling: Organize your data into structured tables, ensuring you have key attributes like employee ID, department, tenure, and reasons for leaving. Use Excel functions and Power Query to clean and preprocess this data for accurate analysis.
- 2. Dashboard Design: Create a dashboard with key visualizations such as attrition rates by department, tenure distributions, and reasons for leaving. Utilize charts like bar graphs, pie charts, and trend lines, along with slicers for interactive filtering, to provide clear and actionable insigh

RESULT S

- 1. Visual Insights: The dashboard reveals patterns in employee attrition, such as higher turnover rates in specific departments or among certain tenure groups, which helps identify problem areas.
- 2. Actionable Metrics: It provides actionable metrics like the average tenure of departing employees and reasons for leaving, enabling targeted strategies to reduce attrition and improve retention.

conclusion

- 1. Effective Monitoring: The Excel Dashboard provides a comprehensive view of attrition trends and patterns, allowing for real-time monitoring and assessment of turnover dynamics.
- 2. Strategic Improvement: By highlighting key areas such as high attrition departments or common reasons for leaving, the dashboard supports the development of targeted strategies to enhance employee retention and address underlying issues.