Employee Data 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

PROBLEM STATEMENT

1. *Diversity and inclusion metrics*: Gender identification helps track and analyze diversity metrics, enabling companies to identify areas for improvement.
2. *Employee engagement and belonging*: When employees feel seen and recognized, they're more likely to feel a sense of belonging, leading to increased engagement and retention.
3. *Innovative solutions*: Gender identification can inform product development, marketing strategies, and customer experiences, driving innovation and business growth.

PROJECT OVERVIEW

- When it comes to building a inclusive and diverse workplace, understanding the gender dynamics within an organization is crucial. Identifying gender in companies involves collecting and analyzing data on the gender demographics of employees, which can reveal valuable insights into the state of diversity, equity, and inclusion. By examining gender ratios across various roles, levels, and departments, companies can identify areas of strength and weakness, track progress over time, and make data-driven decisions to promote gender equality and create a more balanced and inclusive work environment.

WHO ARE THE END USERS?

1._Researchers and Analysts_: To study gender dynamics, identify trends, and publish insights.
2. _Compliance Officers_: To ensure regulatory compliance, accurate reporting, and risk management.
3. _Product Managers_: To inform product development, marketing strategies, and customer experiences.
4. _Data Scientists and Analysts_: To build predictive models, identify patterns, and drive business outcomes.

OUR SOLUTION AND ITS VALUE PROPOSITION

Pivot - table

Filter -Remove

Dataset Description

- **Employees=kaggle**
- **9 Feature**
- **Employees I’d**
- **Name=Text**
- **Employees type**
- **Performance level**
- **Gender – male, Female**
- **Employees rating – numerical**

THE "WOW" IN OUR SOLUTION

1.*Create a PivotTable*: Select your data range and create a PivotTable to summarize and analyze your data.

2. *Apply filters*: Use the PivotTable filters to narrow down your data to a specific subset.

3. *Remove filters*: Use the Filter_remove function to remove specific filters and make the PivotTable more dynamic.

MODELLING

Date collection:

1.*Data Ingestion*: Gathering data from various sources, such as databases, APIs, files, or user input.

2. *Data Storage*: Storing the collected data in a temporary location, like a data lake or a staging area.

3. *Data Scheduling*: Scheduling the data collection process to run at regular intervals

Feature collection:

1._Diversity and Inclusion Metrics_ - Track and analyze gender diversity metrics for informed decision-making

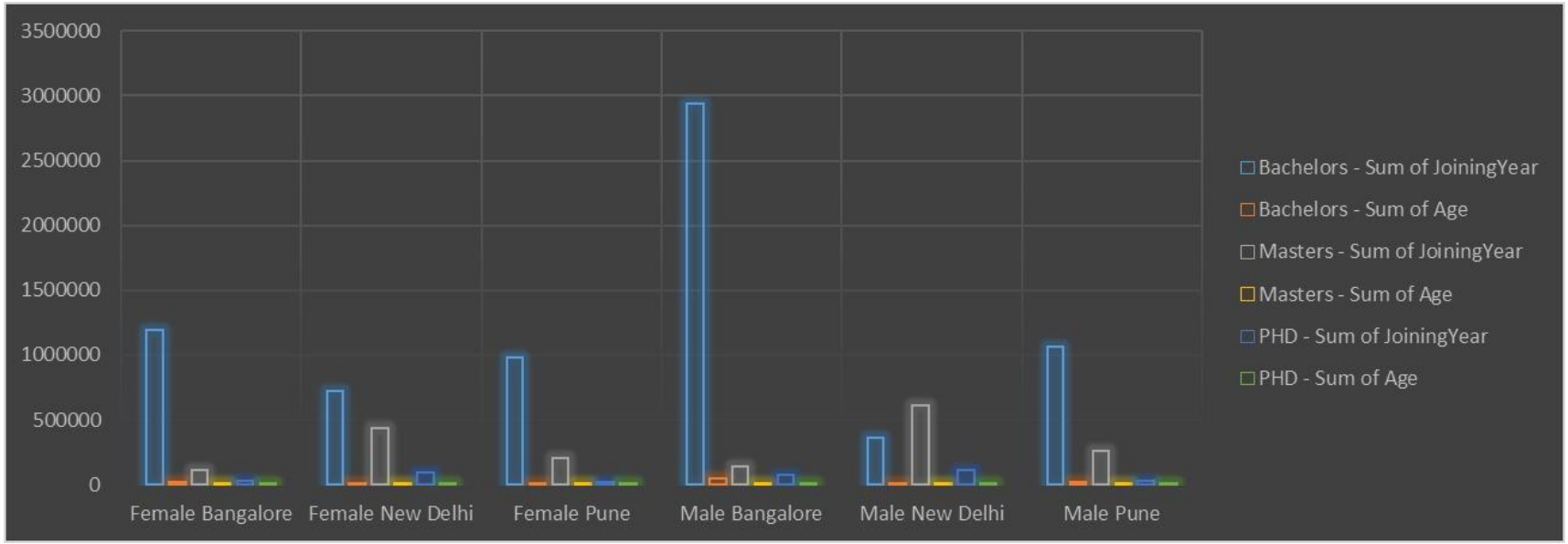
2.Compliance and Reporting_ - Ensure accurate gender identification for regulatory compliance and reporting

Data cleaning :

1. *Handle missing values*: - Decide on a strategy to handle missing gender data (e.g., imputation, removal, or replacement with a neutral value)

2. *Standardize gender codes*: - Ensure consistency in gender coding (e.g., M/F, Male/Female, 0/1)

RESULTS


3500000
3000000
2500000
2000000
1500000
1000000
500000
0
Female Bangalore
Female New Delhi
Female Pune
Male Bangalore
Male New Delhi
Male Pune
Bachelors - Sum of JoiningYear
Bachelors - Sum of Age
Masters - Sum of JoiningYear
Masters - Sum of Age
PHD - Sum of JoiningYear
PHD - Sum of Age

conclusion

Moreover, identifying gender in companies is not only a moral imperative but also a business imperative. It helps companies to:-

- **Attract and retain top talent**
- **Enhance their reputation and brand**
- **Improve their competitiveness**
- **Drive innovation and creativity**
- **Comply with regulations and laws**