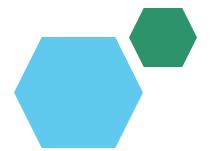
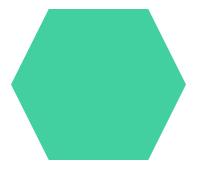
Employee Data Analysis using Excel





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PROJECT TITLE



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.Employee Data**: A dataset containing employee details with the following columns:
 - 1. Employee ID
 - 2. Name
 - 3. Gender (e.g., Male, Female, Non-binary, Prefer not to say)

2.Gender Distribution Analysis:

- 1. Calculate the total number of employees of each gender.
- 2. Create a pie chart showing the proportion of each gender within the organization.

3.Department-wise Gender Distribution:

- 1. Calculate the number of employees of each gender within each department.
- 2. Create a bar chart comparing gender distribution across different departments.



PROJECT OVERVIEW

1.Objective:

- •To analyze and understand the gender distribution within an organization.
- •To identify any gender-based disparities or trends in employee data.

2. Data Collection:

- •Gather employee data that includes fields such as Employee ID, Name, Gender, Department, Job Title, Age, Tenure, etc.
- •Ensure the data is accurate, complete, and up-to-date

3. Data Preparation:

- •Import the data into Excel.
- •Clean the data by removing duplicates, handling missing values, and correcting errors.



WHO ARE THE END USERS?

- **1.HR Professionals**: They use the analysis to ensure fair representation and compliance with diversity goals and policies.
- **2.Managers**: They may use gender analysis to make informed decisions about team composition and address any imbalances.
- **3.Executives/Leadership**: They need insights into gender diversity to drive strategic initiatives and improve organizational culture.

OUR SOLUTION AND ITS VALUE PROPOSITION



1.Data Collection:

- 1. Gather data that includes employee details such as Name, Gender, Department, Job Title, and Employment Status.
- 2. Import this data into Excel.

2.Data Preparation:

- 1. Clean the data to ensure consistency (e.g., standardize gender entries).
- 2. Create a table for easy manipulation and analysis

Dataset Description

Dataset Description

Columns:

- **1.Employee ID**: A unique identifier for each employee.
- **2.Name**: Full name of the employee (for internal use; might be omitted for anonymization).
- **3.Gender**: The gender of the employee (e.g., Male, Female, Non-binary, Prefer not to say).
- **4.Department**: The department in which the employee works (e.g., HR, Sales, Engineering).

THE "WOW" IN OUR SOLUTION

1. Prepare Your Data

Ensure your dataset includes columns like Employee ID, Name, Gender, and other relevant information such as Department, Position, or Salary.

2. Create a Pivot Table

A pivot table can help summarize and analyze your data effectively.

1.Select Your Data: Highlight your dataset.

3.Set Up Your Pivot Table

1.Rows: Drag the Gender field to the Rows area.

2.Values: Drag a numerical field like Employee ID or Salary to the Values area (set it to count for number of employees or sum for total salary).



MODELLING

1.Data Preparation

Ensure your dataset is clean and includes fields such as Employee ID, Gender, Department, and Salary.

- 2. Set Up Your Excel Model
- a. Gender Distribution Analysis
- 1.Create a Table:
 - 1. Organize your data into a table format. Include columns for Gender, Department, Position, etc.

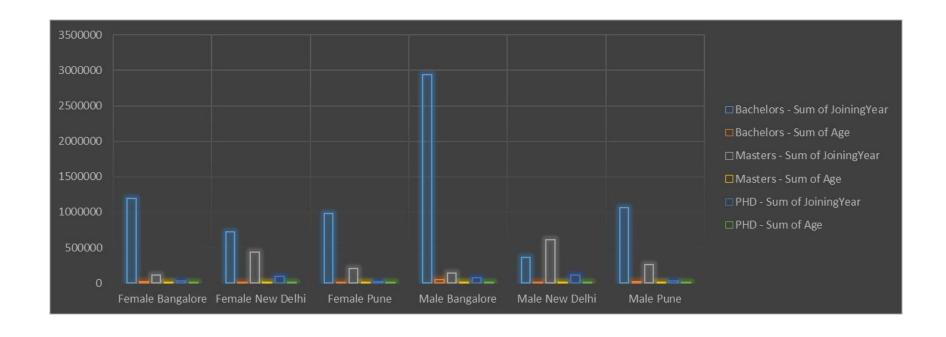
3. Visualization

- 1.Charts:
 - 1. Use Bar Charts for gender distribution.
 - 2. Use Pie Charts to show the proportion of genders.

2.Conditional Formatting:

1. Highlight key data points or anomalies using conditional formatting.

RESULTS



conclusion

- **1.Salary Discrepancies**: Highlight any differences in average salaries between genders.
- **2.Role Distribution**: Note if certain roles are more prevalent among one gender.
- **3.Promotion Rates**: Compare promotion rates and career progression between genders