Employee Data Analysis using Excel

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PROJECT TITTLE

HR DATA ANALYTICS USING EXCEL

AGENDA

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 patterns2. Inform HR strategies and initiatives3. Improve employee experience and engagement4. Enhance talent management and development5. Optimize workforce planning and resource allocation6. 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.
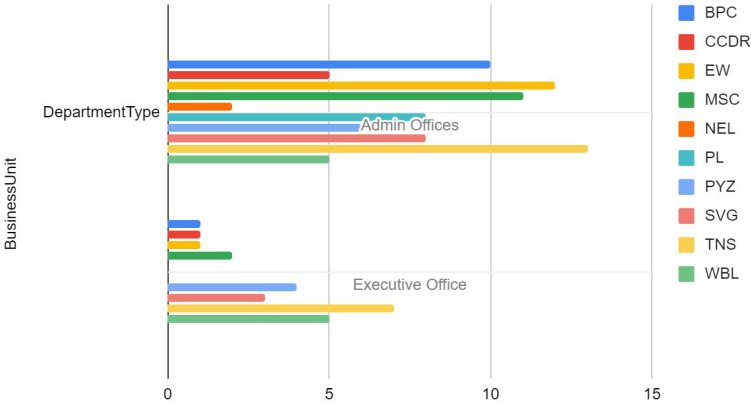2.

RESULTS

COUNTA of PayZone	PayZone			
BusinessUnit	Zone A	Zone B	Zone C	Grand Total
BPC	98	103	102	303
CCDR	112	101	87	300
EW	104	112	86	302
MSC	89	102	105	296
NEL	110	97	97	304
PL	112	95	94	301
PYZ	109	85	105	299
SVG	104	96	104	304
TNS	130	90	77	297
WBL	94	104	96	294
Grand Total	**1062**	**985**	**953**	**3000**

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.