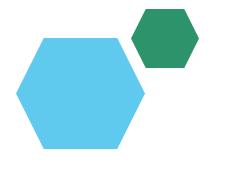
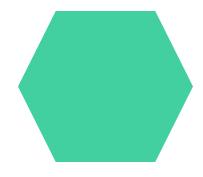
Employee Data Analysis using Excel





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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

Analyze Data: Select a cell in the data range, then select Home > Analyze Data. This will show a pane with visual and analysis types, such as rank, trend, outlier, and majority.

Power BI: Use Power BI to present your insights in an interactive dashboard.

MyAnalytics: Use MyAnalytics to show employees how much time they spend in meetings versus how much time they have to focus on work.

Workplace Analytics: Use Workplace Analytics to view and evaluate team productivity.



PROJECT

The types of data you'll need to analyze will depend on the project's goals. For example, an employee attrition project might include information on employee demographics, job role, compensation, work experience, performance, and attrition status. An employee analysis dashboard project might include information on employee attendance, salary, and department distribution.

Project goals

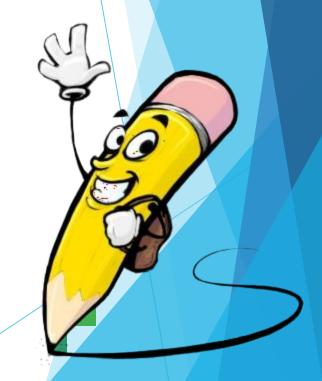
The goals of your project will determine what insights you want to gain from the data. For example, you might want to analyze employee attendance patterns, understand employee experience and salary, or investigate employee age and nationality.

Analysis methods

You can use various methods to analyze employee data, such as bar charts, tables, and time series analysis.

Automation

You can use macros to automate the process of updating and refreshing pivot tables.



WHO ARE THE END USERS?



The end users of employee data analysis are decision makers at any level in a company who use business data to guide their actions. They are often at the operational level of the organization and understand how the business functions.

OUR SOLUTION AND ITS VALUE PROPOSITION



Data analytics can address the limitations of traditional methods by providing more accurate and objective performance measurements. By leveraging quantitative data, organizations can gain deeper insights into employees' performance, potential, and areas for improvement

Dataset Description

Context:

This dataset contains information about employees in a company, including their educational backgrounds, work history, demographics, and employment-related factors. It has been anonymized to protect privacy while still providing valuable insights into the workforce.

Columns:

Education: The educational qualifications of employees, including degree, institution, and field of study.

Joining Year: The year each employee joined the company, indicating their length of service.

City: The location or city where each employee is based or works.

Payment Tier: Categorization of employees into different salary tiers.

Age: The age of each employee, providing demographic insights.

Gender: Gender identity of employees, promoting diversity analysis.

Ever Benched: Indicates if an employee has ever been temporarily without assigned work.

Experience in Current Domain: The number of years of experience employees have in their current field.

Leave or Not: a target column

THE "WOW" IN OUR SOLUTION

Data analytics is rapidly moving to real-time. We are watching cities like Rancho Cucamonga, California load the prior day's workloads and combine it with historical data to adjust their approaches daily in law enforcement, public works, and public safety. We watched the lowa Department of Transportation demonstrate real time cost of winter maintenance operations. Both demonstrate the cost of operations and performance in the context of neighborhoods, streets, and service areas that provide the opportunity for improvement and feedback. We are witnessing organizations that are building maps that run the world.

With the technology available for almost any analysis, organizations can make steps to take advantage of the big data and data analytics trends



MODELLING

Data modeling is the process of creating a visual representation of either a whole information system or parts of it to communicate connections between data points and structures.

The goal of data modeling to illustrate the types of data used and stored within the system, the relationships among these data types, the ways the data can be grouped and organized and its formats and attributes.

Data models are built around business needs. Rules and requirements are defined upfront through feedback from business stakeholders so they can be incorporated into the design of a new system or adapted in the iteration of an existing one.

Data can be modeled at various levels of abstraction. The process begins by collecting information about business requirements from stakeholders and end users. These business rules are then translated into data structures to formulate a concrete database design. A data model can be compared to a roadmap, an architect's blueprint or any formal diagram that facilitates a deeper understanding of what is being designed.

RESULTS

Data analytics improves how organisations manage and enhance employee performance by giving actionable insights and allowing for data-driven decision-making. The results include increased productivity, enhanced training and development programmes, increased employee engagement and satisfaction, and optimised processes

conclusion

Data analytics can address the limitations of traditional methods by providing more accurate and objective performance measurements. By leveraging quantitative data, organizations can gain deeper insights into employees' performance, potential, and areas for improvement.