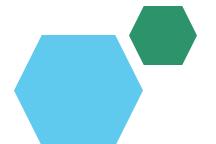
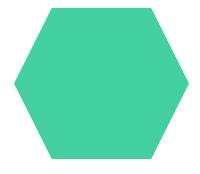
Employee Data Analysis using Excel





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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. Diversity and Inclusion:

Tracking gender helps companies monitor and promote diversity, ensuring a balanced workforce

2. Equal Opportunities:

Gender identification ensures equal opportunities in hiring, promotions, and career development.

3. Pay Equity:

Analyzing gender helps identify potential pay gaps and ensures fair compensation.



PROJECT OVERVIEW

"In today's workforce, understanding and recognizing gender diversity is crucial for creating an inclusive and equitable environment. As companies strive to attract and retain top talent, foster innovation, and drive business success, identifying and addressing gender demographics plays a vital role. By acknowledging and embracing gender differences, organizations can:



WHO ARE THE END USERS?

HR Professionals: To develop targeted initiatives, track diversity metrics, and ensure compliance.2. *Managers and Supervisors*: To understand team dynamics, promote inclusive leadership, and support employee development.3. *Employees*: To feel seen, valued, and supported in their careers, and to benefit from inclusive policies and programs.

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. Data-driven insights*: Accurate gender identification enables companies to make informed decisions, identify trends, and measure progress towards diversity goals.
- 2. *Personalized experiences*: Recognizing employees' gender helps create inclusive environments, tailored benefits, and targeted support programs
- .3. *Compliance and reporting*: Companies can ensure adherence to regulations, accurately report gender demographics, and avoid potential legal issues.
- 4. *Diversity and inclusion metrics*: Gender identification helps track and analyze diversity metrics, enabling companies to identify areas for improvement.

MODELLING

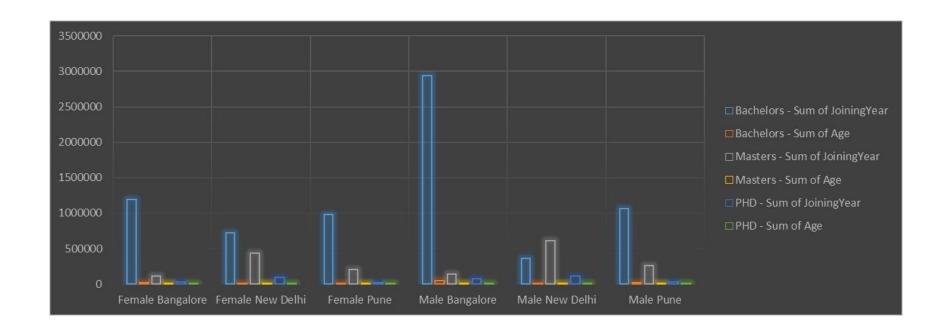
Data collection

- PivotTable Field: The field containing the values to be summed
- Criteria Range: The range containing the criteria for filtering
- Criteria: The specific criteria for filtering.

Feature collection

- *AVERAGEIFS* Feature: Average values in a PivotTable field based on criteria Benefits: Analyze data with precision Identify trends and patterns Make informed decisions
- *SUMIFS* Feature: Sum values in a PivotTable field based on criteria Benefits: Calculate totals with ease Identify key contributors Optimize resources

RESULTS



conclusion

Identifying gender in companies is a crucial step towards creating a culture of inclusivity, respect, and empowerment. By recognizing and valuing gender diversity, organizations can promote equal opportunities, address biases, and inform HR strategies and business outcomes with accurate demographics. This leads to a more engaged and retained workforce, driving innovation, reputation, and business growth. Moreover, identifying gender helps companies comply with regulations, track diversity metrics, and contribute to a more equitable society. Ultimately, embracing gender diversity enables organizations to better serve diverse customer bases, enhance their employer brand, and become more successful and innovative. By acknowledging and celebrating gender differences, companies can unlock the full potential of their workforce, leading to positive social impact and business outcomes.