**HR dataset analysis with excel**

**Data description:**

No. of columns : 9

No. of rows : 14999

**Column descriptions:**

Satisfaction level –

The amount of satisfaction of an employee in Company in percentage.

Last Evaluation –

Data of Last evaluation done on employee in percentage.

Number of projects –

No. of project done by the employee.

Average Monthly hours –

Average time spent in company by the end of the Month in hours.

Time spend Company –

Years of time spend with company.

Promotion last 5 years –

Binary number telling if an employee had given promotion in 5 years or not.

Role –

Designation of employee in the company.

Salary –

Salary range in Low medium or high

Left –

Employee left the company or not (yes or no)

**Objective –**

Data is taken from a company of last 5 years. It is a data to determine the factors influencing the Employees to leave the company. In this data we will analyze the data with excel and find the reasons and pattern for the cause. In this case study we will analyze

How Satisfaction level influence leaving employees. What is the average monthly time of the employees who are leaving company. How much effect does salary have on the data. Average satisfaction level of role designation.

**Formatting of the data –**

Step 1. Insert > Table >

Select your entire data and tick the my data has headers

Step 2. Select entire column of Satisfaction level

Go to quick analysis > Formatting > Select data bars

Step 3. Select entire column of Last evaluation

Go to quick analysis > Formatting > Select data bars

Step 4. Select entire column of Number of projects

Go to quick analysis > Formatting > Select icon set

Step 5. Select entire column of Promotion last 5 years

Go to quick analysis > Formatting > select greater than 0 to green

So that we can distinct promotion from data

Step 6. Select entire column of Left

Go to quick analysis > Formatting > Select equal to > Yes and set it to Red

**Analysis :**

#Role vs Satisfaction level

Select Insert cell > select pivot table

Select Role and satisfaction level

Select values> Value Field Settings>change sum to average

Select insert > select pivot chart > Select clustered column chart

#Satisfaction level vs Left

Select Insert cell > select pivot table

On pivot table fields

Select Left and satisfaction level

Select values> Value Field Settings>change sum to average

Select insert > select pivot chart > Select clustered column chart

#checking role wise average time spent and left employees

Select Insert cell > select pivot table

On pivot table fields

Select Left and average time spent with company

Select values> Value Field Settings>change sum to Average

Select Analyze cell and insert a slicer of “role”

Select insert > select pivot chart > Select clustered column chart

#checking how many projects have done by the employees

Select Insert cell > select pivot table

On pivot table fields

Select Left and Number of project

Select insert > select pivot chart > Select pie chart

# average satisfaction level vs left with respect to the salary range

Select Satisfaction level vs left worksheet

Click on More tables

Select salary from table

Select insert > select pivot chart > Select bar chart

#Promotion vs Left

Select Insert > select pivot table

On pivot table fields

Select Left and Promotion last 5 years

Select insert > select pivot chart > Select pie chart

This will tell us how many employees who had promotion have left.

#frequency of left and average

Copy left column and paste in another worksheet

Go to data > advance > select unique records only

Select copy to another location and select a blank cell

Use =COUNTIFS(range, criteria)

It gives us the freeuqcy of yes and no.

Now select the left and frequcy table

Go to insert > pivot table > use existing worksheet and give a blank cell

Select pivot table fields and then select chart type