

Employee Data Analysis using Excel

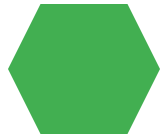


STUDENT NAME:SWETHA.V

REGISTER NO:122200910

DEPARTMENT:B.COM CORPORATE SECRETARYSHIP

COLLEGE: ANNAI VIOLET ARTS AND SCIENCE COLLEGE



**PROJECT
TITLE**



TURNOVER ANALYSIS



AGEND

A

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



High employee turnover can significantly disrupt organizational operations, leading to increased costs and productivity losses. The goal is to determine the main reasons behind employee attrition and develop a framework that helps companies predict and prevent future turnover. By understanding the root causes, businesses can implement strategies to retain their workforce



PROJECT OVERVIEW



This project focuses on conducting a comprehensive analysis of employee turnover trends within an organization. The objective is to identify patterns, trends, and factors that influence employee decisions to leave. Using data-driven insights, the project will create a model that predicts potential turnover and suggests preventive measures to reduce attrition.

WHO ARE THE END USERS?

This analysis will serve the following stakeholders:

Human Resource

Departments: To proactively address employee dissatisfaction and retention issues.

Executive Teams: For strategic planning aimed at fostering a stable workforce and minimizing turnover.

OUR SOLUTION AND ITS VALUE PROPOSITION

We propose a predictive solution to anticipate employee turnover using historical data. By leveraging machine learning algorithms and statistical analysis, our approach will help businesses forecast which employees are most at risk of leaving. This will enable companies to implement targeted interventions to improve retention.

Dataset Description

The dataset includes various employee-related metrics such as age, salary, tenure, job satisfaction, department, performance ratings, and reasons for leaving (where applicable). These variables will be explored to uncover relationships and trends related to turnover.

THE "WOW" IN OUR SOLUTION



MODELLING

We will employ machine learning techniques, including classification models, to predict employee turnover. The process will involve data preprocessing, feature selection, and model building using techniques such as decision trees, random forests, or logistic regression to achieve optimal performance.

RESULT

The findings will be discussed based on model accuracy, key features influencing turnover, and any observable patterns in the data. The results will demonstrate how well the model can predict employee attrition and provide recommendations for addressing turnover risks.

conclusion

The project will provide insights into employee turnover dynamics, highlight the most influential factors contributing to attrition, and offer actionable strategies to enhance employee retention. Through predictive modeling, companies will be better equipped to prevent turnover and foster a more engaged workforce.