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"Analyzing Employee Attrition through Job Satisfaction Feedback" using Excel

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



To Analyse the Attrition i.e., Employee turnover by examining the Job satisfaction level by reviewing the feedback for job .



This project aims to examine employee attrition by

analyzing job satisfaction levels through feedback. The goal is to identify patterns in turnover, understand the factors influencing job satisfaction. The findings will assist in developing strategies to improve job satisfaction, reduce turnover rates, and promote a more stable, motivated workforce.





MANAGING DIRECTOR

-To Examine the Employee Turnover

- Human Resources (HR) Teams



Business Analysts

***OUR
SOLUTION
AND
ITS VALUE
PROPOSITION***

Conditional Formatting - To Highlight the
Blanks cells and change the colour of the
cell .

satisfaction. **Formulas** - IFS (To get the Feedback for Job) **Graphs-**
(Bar Chart & Pie Chart) - **FINAL REPORT** on Employee Attrition

Description

Employee Attrition Dataset - Kaggle.com

Variables : 35 Features

Age = <int> Numerical Values

Attrition = <fct> Text Values (Yes/No)

Gender = <fct> Text Values (Male/Female)

Job Level = <int> Numerical Values

Job Satisfaction = <int> Numerical Values

Feedback for Job = <fct> Text Values

Performance rating = <int> Numerical Values

Total Working Years = <int> Numerical

Values **Overtime** = <fct> Text Values

(Yes/No)

SOLUTION

New Formula Used :
IFS



MODELLING

1. Dataset Collection - Employee Attrition Dataset

2. Dataset Preparation - Clearing Blanks, Filtering and Removing Blank data in the Dataset.

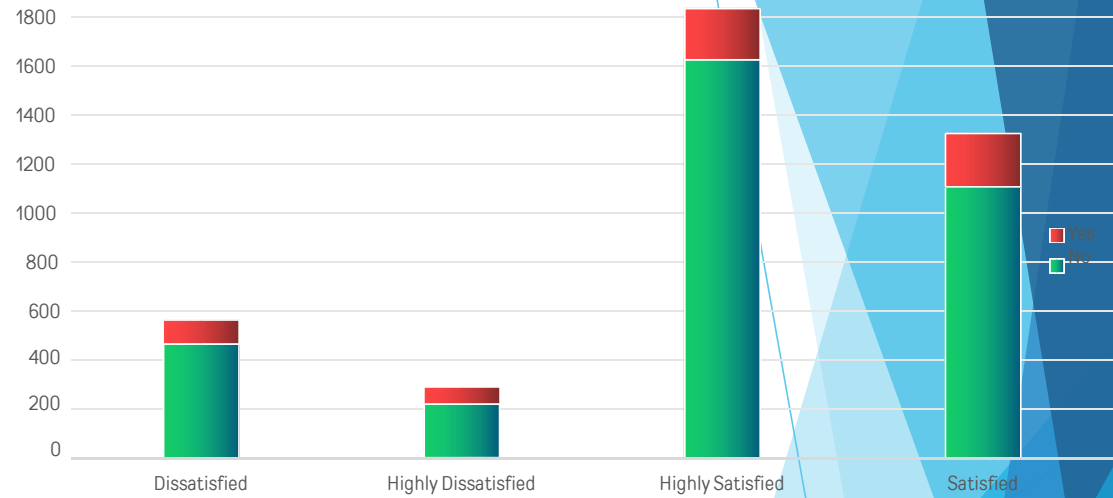
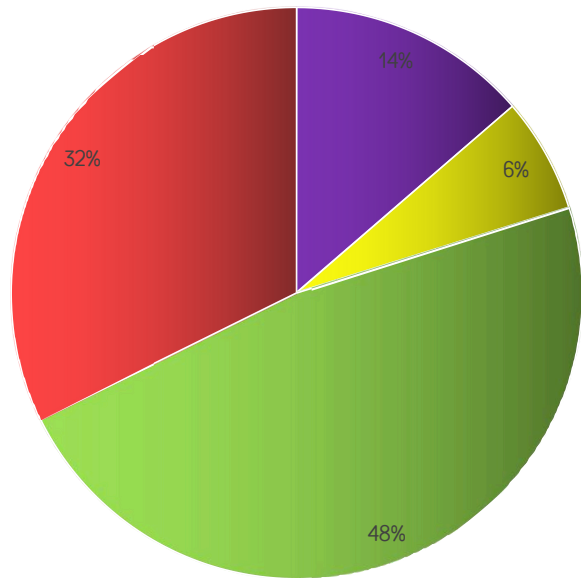
3. Using IFS formula to attain the Feedback for Job through Job Satisfaction Level (1,2,3,4

Dissatisfied) (Satisfied &

4. Insert Pivot Table to Summarize the Dataset on Employee Attrition based on Gender, Job Satisfaction Level, Attrition (Yes/No) and Feedback for Job.

6. Final Report
RESULTS
*PIE CHART
VISUALIZATION*

*BAR CHART
VISUALIZATION*



In conclusion, this project highlights the importance of analyzing employee turnover through job satisfaction feedback to uncover underlying factors that contribute to attrition. By identifying patterns in employee dissatisfaction, organizations can gain valuable insights into the root causes of turnover. Implementing data-driven strategies based on these insights can enhance job satisfaction, improve employee retention, and ultimately reduce turnover rates, fostering a

supports long-term success.

