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using Excel

4. Our Solution and Proposition
5. Dataset Description
6. Modelling Approach
7. Results and Discussion
8. Conclusion

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.

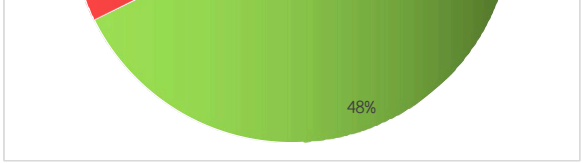
ITS VALUE PROPOSITION

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

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)

Job through Job Satisfaction Level (1,2,3,4) (Satisfied & Dissatisfied)

4. Insert Pivot Table to Summarize the Dataset on Employee Attrition based on Gender, Job Satisfaction Level, Attrition (Yes/No) and Feedback for Job.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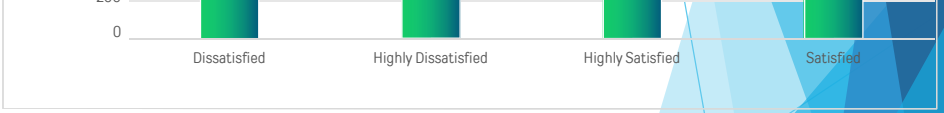
0
Dissatisfied
Highly Dissatisfied
Highly Satisfied
Satisfied

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