
Employee Data Analysis using Excel

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Project title

Employee Performance Analysis Using Excel

Agenda

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 2. Project Overview
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 4. Our Solution and Proposition
 5. Dataset Description
 6. Modelling Approach
 7. Results and Discussion
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Problem statement

Employee attrition, or turnover, is a critical challenge for organization as it can lead to increased costs, decreased productivity, and loss of valuable talent. Despite various efforts to improve employee retention, the company has been experiencing a steady increases in attrition rates over the past few years. This trend raises concerns about the underlying factors contributing to employee departures.

Project overview

❖ Objective

The objective of this project is to understand the underlying factors contribution to employee attrition within the organization and to develop predictive models that can help identify employees who are at risk of leaving.

❖ Scope

1. Data collection
 2. Exploratory Data Analysis(EDA)
 3. Model Development
 4. Key Findings and Insights
 5. Recommendations
 - 6.Implementation and Monitoring
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Who are the end users?

- Human Resources(HR)
- Senior Leadership and Executives
- Line Managers and Team Leaders

Our solution and proposition

❖ Solution

Our employment attrition analysis provides a comprehensive ,data-driven approach to understanding and mitigating employee turnover within an organization. The solution involves collecting and analyzing historical employee data to attrition and developing predictive models that can forecast which employees are at risk of leaving.

Key components of our solution include:

- 1.Data Integration and Analysis
 - 2.Predictive Modeling
 - 3.Actionable Insights
 - 4.Customized Retention Strategies
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Dataset description

The dataset for employment attrition analysis typically consists of various features (or columns) that capture both demographic and employment-related information about employees. Below is a description of the key components of the dataset.

1. Demographic Information
 2. Employment Information
 3. Compensation and Benefits
 4. Performance and Engagement
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Modelling approach

❑ Data filtering

Purpose: To sort and refine the data to focus on specific criteria, such as department, data range, or individual employee performance.

Implementation: Excel's filtering feature will be applied to datasets, allowing users to easily narrow down the data to view only the relevant information.

❑ Pivot Tables

Purpose: To summarize and analyze large datasets by grouping and aggregating data based on different performance metrics.

Implementation: Pivot tables will be used to dynamically calculate and display key performance indicators (KPIs) such as average task completion time, total hours worked, or percentage of targets met.

Results

- Key Findings
- Top Factors Contributing to Attrition
- High-Risk Employee Segments
- Model performance

Discussion

- Interpretation of Results
 - Practical implications
 - Limitations of the Study
 - Future Directions
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Conclusion

The employment attrition analysis provided valuable insights into the factors driving employee turnover within the organization. By leveraging predictive analytics and data-driven strategies, the organization can now take targeted actions to improve employee retention, reduce turnover, and enhance overall organizational performance. The results and insights from this analysis will serve as a foundation for ongoing HR strategy development and workforce planning initiatives.
