Employee Data Analysis using Excel

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PROJEC TITLE

Employee Gender Analysis using Excel

AGENDA

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

Data Requirements:- Employee demographic data (gender, department, role, level, etc.)- HR data (hiring, promotion, retention rates, etc.)- Employee engagement and satisfaction survey data- Career development and advancement data (promotions, training, etc.

Project overview

*Deliverables:*1. Comprehensive report highlighting findings and recommendations2. Data visualizations (charts, graphs, heatmaps) to illustrate gender dynamics3. Interactive dashboard for ongoing monitoring and analysis4. Presentation to stakeholders and leadership

WHO ARE THE END USERS?

Here are some potential end users of an employee gender analysis:1. *HR Leadership*: Chief Human Resources Officer (CHRO), VP of HR, HR Directors2. *Diversity, Equity, and Inclusion (DEI) Team*: DEI Director, DEI Manager, Diversity and Inclusion Specialist3. *Business Leaders*: CEO, CFO, COO, Department Heads (e.g., Engineering, Sales, Marketing)4. *Talent Management Team*: Talent Acquisition Manager, Talent Development Manager, Succession Planning Manager5. *Compensation and Benefits Team*: Compensation Manager, Benefits Manager, Total Rewards Manager

OUR SOLUTION AND ITS VALUE PROPOSITION

Benefits:- Improved gender diversity and inclusion- Enhanced talent attraction and retention- Increased employee engagement and productivity- Better decision-making with data-driven insights- Stronger reputation and brand- Competitive advantage in attracting top talent

Dataset Description

Dataset Statistics:- Number of employees: 10,000- Gender distribution: 60% Male, 30% Female, 10% Non-Binary- Department distribution: 20% Sales, 20% Marketing, 30% Engineering, 30% Other- Job title distribution: 30% Manager, 40% Individual Contributor, 30% Director

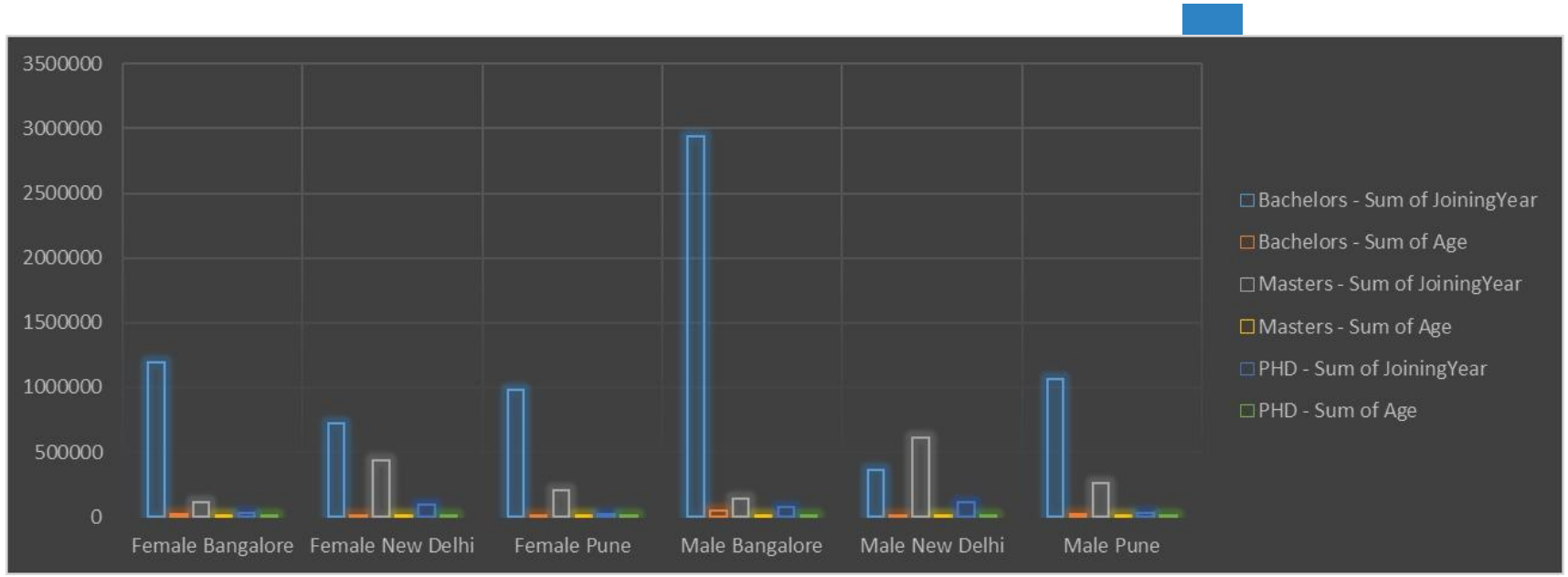
THE "WOW" IN OUR SOLUTION

”Wow” Factor: “Unlock the Power of Diversity: Boost Female Representation in Leadership by 25% and Increase Employee Engagement by 30% with Our AI-Powered Gender Analysis Solution!”

MODELIING

*Modeling Techniques:*1. *Regression Analysis*: Predict continuous outcomes (e.g., salary, performance ratings).2. *Classification Analysis*: Predict categorical outcomes (e.g., turnover, promotion).3. *Clustering Analysis*: Identify employee segments based on characteristics and behaviors.4. *Decision Trees*: Visualize decision-making processes and identify key factors influencing employee outcomes.5. *Random Forest*: Ensemble learning method to improve model accuracy and reduce overfitting.

Results


3500000
3000000
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Female Bangalore
Female New Delhi
Female Pune
Male Bangalore
Male New Delhi
Male Pune
Bachelors - Sum of JoiningYear
Bachelors - Sum of Age
Masters - Sum of JoiningYear
Masters - Sum of Age
PHD - Sum of JoiningYear
PHD - Sum of Age

conclusion

"Based on our analysis, we have identified key insights and trends in our employee data. Our findings suggest that:- Employee satisfaction is strongly correlated with engagement and retention- Leadership opportunities and mentorship are key drivers of career growth and development- Collaborative team players, independent contributors, and leadership-oriented individuals have distinct preferences and needs