

Employee Data Analysis using Excel



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PROJECT TITLE



Employee Performance Analysis using Excel

AGENDA

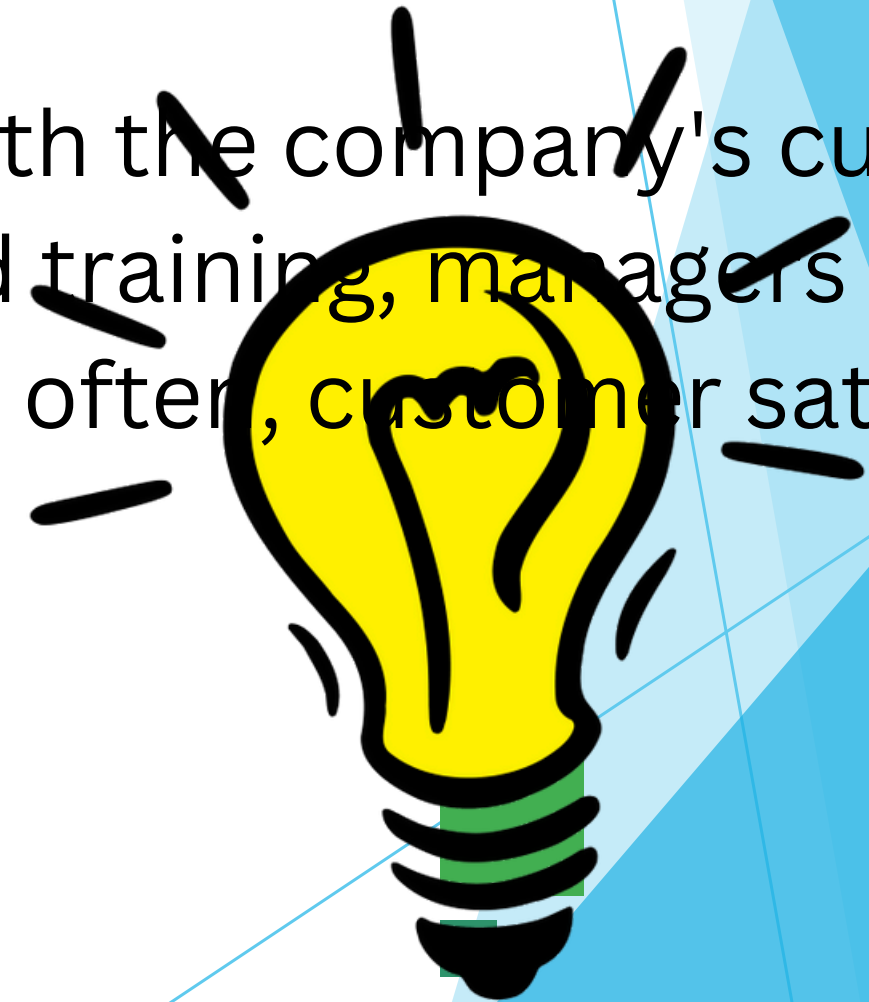
1. Problem Statement
2. Project Overview
3. End Users
4. Our Solution and Proposition
5. Dataset Description
6. Modelling Approach
7. Results and Discussion
8. Conclusion



PROBLEM STATEMENT



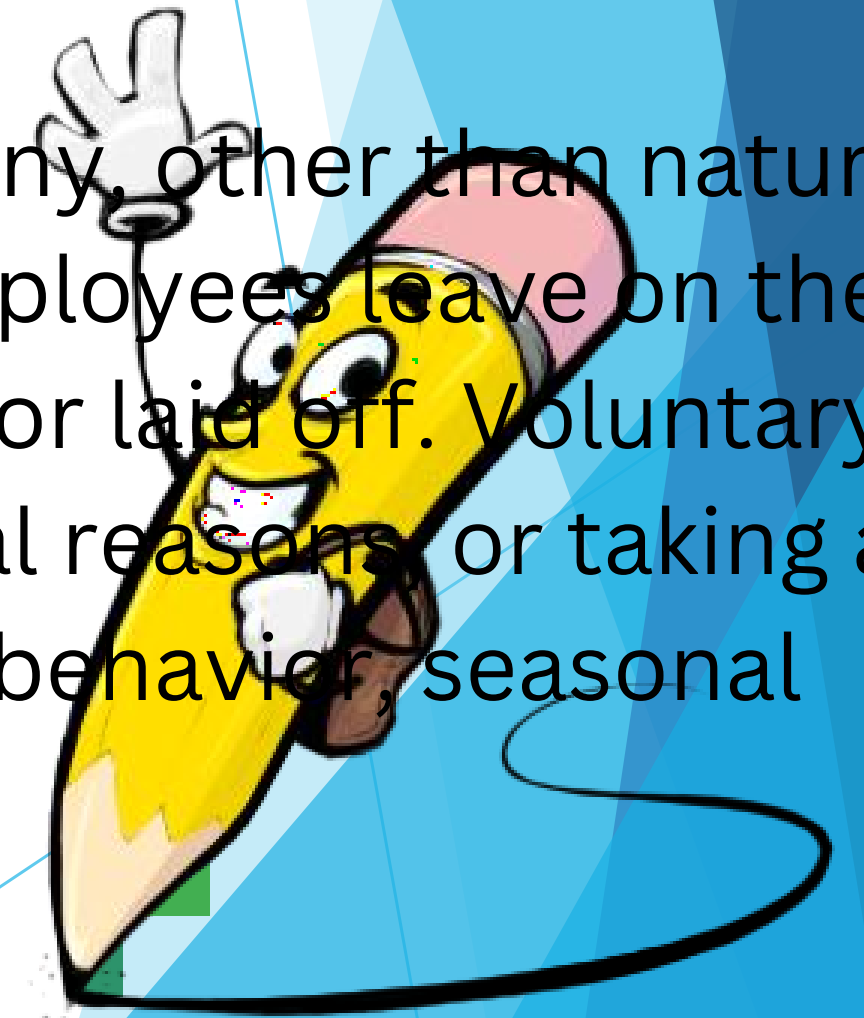
sometimes to competitors. Causes include problems with the company's culture, its benefits and compensation structure, its career path and training, managers and much more. High voluntary turnover impacts profitability and, often, customer satisfaction



PROJECT OVERVIEW

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Employee turnover includes all reasons employees leave a company, other than natural causes like retirement. This includes voluntary turnover, when employees leave on their own, and involuntary turnover, when employees are terminated or laid off. Voluntary reasons can include pursuing educational opportunities, personal reasons, or taking a new job. Involuntary reasons can include performance issues, behavior, seasonal layoffs, or reductions



WHO ARE THE END USERS?



How successfully a company hires, onboards, manages and rewards its people is fundamental to success. These factors are too important to leave to chance, so the most successful firms use data to ensure excellence: They compare their attrition rates with national and industry-specific benchmarks. They hold managers responsible for keeping the lines of communication open with their reports. They actively manage their career development programs and look at total compensation metrics in context of the cost of replacing top performers.



What Is Employee Turnover?

OUR SOLUTION AND ITS VALUE PROPOSITION



The employee value proposition (EVP) is rapidly gaining importance in organizations as it plays a key role in attracting, engaging, and retaining top talent and elevating your entire employer brand. But what exactly is EVP, and how can you develop a compelling employee value proposition that highlights the unique benefits and opportunities your organization has to offer? Let's explore this in more detail.

Dataset Description

An employee turnover dataset is a collection of data that can be used to analyze employee turnover rates and other metrics. This data can be used to gain insights into an organization's health, identify areas for improvement, and make informed decisions about staffing and company culture.

THE "WOW" IN OUR SOLUTION



Wow moments" are unique and memorable experiences during the onboarding process that leave a lasting impression on new hires. These moments typically evoke positive emotions and establish a strong connection between the employee and the organization.



MODELLING

Employee turnover models can help predict employee turnover and identify factors that may be driving it. Here are some examples of employee turnover models:

RESULT

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Employee turnover rate is a percentage that measures how many employees leave a company over a given period of time. It's calculated by dividing the number of employees who leave by the average number of employees during that period, and then multiplying the result by 100. For example, if 13 employees leave a company with an average of 52 employees during a given period, the turnover rate would be 25%.



conclusion

Employee turnover can be a significant challenge for organizations, but with careful planning and commitment, it can be reduced. Some conclusions about employee turnover include