UNIFIED MENTOR

FINANCIAL DATA ANALYSIS

Created by:- Anamika Raj

INTRODUCTION

- The Financial Data Analysis Project aims to deliver an in-depth examination of our organization's financial performance through a comprehensive and interactive Power BI dashboard. This project is designed to provide stakeholders with real-time insights into key financial metrics, KIP's, supporting data-driven decision-making processes and strategic planning.

Problem Statement

- Analyzing the competition, it is difficult for a business to survive. This data set has information on the market capitalization of the top 500 companies in India. Serial Number Name Name of Company Mar Cap – Crore Market Capitalization in Crores Sales Qtr – Crore Quarterly Sale in crores. Find key metrics and factors and show the meaningful relationships between attributes.

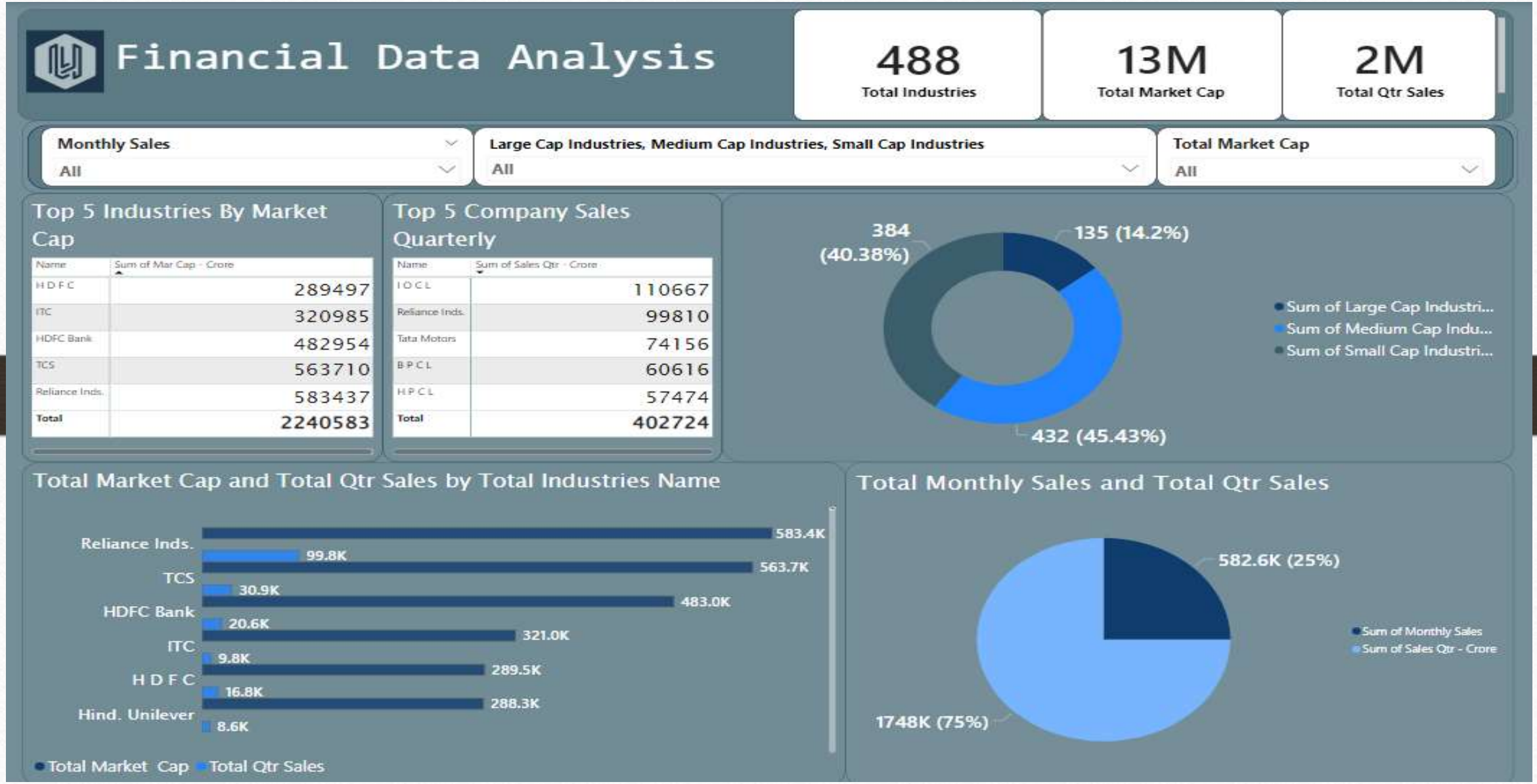
IMPORTANT STEPS

- **Collect and Integrate Data**
- **Data Collection**: Gather financial data from identified sources.
- **Data Analysis**: Utilizing Power BI's analytical tools to perform detailed financial analysis and visualization.
- **Data Integration**: Combine the collected data into a central repository, ensuring it is clean and transformed as needed
- **Data Cleaning:** Used Python to clean data and prepare my financial data. This may involve removing duplicates ,blanks, renaming columns or formatting data types.
- **Open Power BI Desktop:** Launched Power BI Desktop on my computer.
- **Connect to Data:** I clicked on get Data and selected my data source (e.g., Excel file, CSV file) where my Financial data is stored. Imported my Financial data and Load the data into Power BI.
- **Data Visualization**: Creation of interactive and visually appealing dashboards that facilitate data exploration.
- **Build Reports**: Develop detailed reports for different financial metrics (e.g., revenue, expenses, cash flow).
- **User Interface Design**: Design the dashboard interface to be user-friendly and intuitive.

KPI'S

- Top 5 Industries By Market Capital
- Top 5 Company Sales Quarterly
- Sum of Large Cap Industries, Sum of Medium Cap Industries and Sum of Small Cap Industries
- Total Market Cap and Total Qtr Sales by Total Industries Name.
- Total Monthly Sales and Total Qtr Sales

FINANCIAL DATA ANALYSIS DASHBOARD



CONCLUSION

❑ **Large-Cap Dominance:**

•Large-cap industries account for 45.43% of the total market cap.

❑ **Top Companies:**

•Reliance Industries has the highest market cap (583,437 crore) and substantial quarterly sales (99,810 crore).

•Other leading companies include TCS, HDFC Bank, ITC, and HDFC.

❑ **Sales Leaders:**

•IOCL tops quarterly sales (110,667 crore), followed by Reliance Industries and Tata Motors.

❑ **Sales Breakdown:**

•Monthly sales are 75% of the total, with quarterly sales at 25%.

Thank You

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EMPLOYEE ATTRITION ANALYSIS DASHBOARD

CREATED BY :- ANAMIKA RAJ

INTRODUCTION

- Employee attrition is a critical challenge for organizations, affecting operational continuity, employee morale, and overall productivity. Understanding the factors that contribute to employee turnover is essential for developing effective retention strategies. The Employee Attrition Analysis Dashboard provides a comprehensive overview of the attrition patterns within the company, offering valuable insights into various metrics and trends that influence employee departures.
- This dashboard is designed to help stakeholders and HR professionals visualize and analyze key aspects of employee attrition. By leveraging data-driven insights, the dashboard enables the identification of high-risk areas, facilitates better understanding of workforce dynamics, and supports strategic decision-making to enhance employee retention.

PROBLEM STATEMENT

- XYZ company which was established a few years back is facing around a 15% attrition rate for a couple of years. And it's majorly affecting the company in many aspects. In order to understand why employees are leaving the company and reduce the attrition rate XYZ company has approached an HR analytics consultancy for analyzing the data they have. You are playing the HR analyst role in this project and building a dashboard which can help the organization in making data-driven decisions.

STEPS TO START THE EMPLOYEE ATTRITION ANALYSIS DASHBOARD

- ❑ Gather relevant data on employee demographics, job roles, departments, tenure, satisfaction levels, and attrition status.
- ❑ Clean the data to ensure accuracy and consistency, addressing any missing or erroneous values.
- ❑ Select data visualization tools such as Power BI, Tableau, or Excel that suit your needs and expertise.
- ❑ Plan the layout and key metrics to be displayed.
- ❑ Ensure the design is user-friendly and interactive, with filters for department, gender, and marital status.
- ❑ Calculate key performance indicators (KPIs) such as attrition rate, average age, and average tenure.
- ❑ Add filters to allow users to segment data by department, gender, and marital status.
- ❑ Ensure the dashboard responds dynamically to user inputs.
- ❑ Verify the accuracy of the data and calculations.
- ❑ Test the dashboard with different scenarios to ensure it functions as expected.

KEY METRICS

- **Overall Employee Count (4410)**: Indicates the total number of employees within the company.
- **Average Age (36.92 years)**: Reflects the average age of the employees.
- **Attrition Rate (16.12%)**: Shows the percentage of employees who have left the company.
- **Average Years in Company (7.01 years)**: Represents the average tenure of employees in the company.

ANALYSIS

❑ **Attrition Rate by Education Field**:

- Visualizes the number of employees who left the company based on their educational background.
- Highlights that employees from Life Sciences and Medical fields exhibit higher attrition rates.

❑ **Attrition Rate by Department**:

- A pie chart illustrating the proportion of attrition across various departments.
- Indicates that Research & Development has the highest attrition rate, followed by Sales and Human Resources.

❑ **Attrition Rate by Years at Company**:

- A line chart showing the number of employees who left the company categorized by their tenure.
- Reveals that attrition is higher among employees in their early years at the company.

❑ **Number of Employees by Age Group and Gender**:

- A stacked bar chart depicting the distribution of employees across different age groups and genders.
- Shows that most employees are in the 26-35 and 36-45 age groups, with a relatively balanced gender distribution.

❑ **Attrition Rate by Job Role**:

- A table listing different job roles with the number of employees categorized by job satisfaction levels (1 to 4 and NA).

EMPLOYEE ATTRITION ANALYSIS DASHBOARD

CONCLUSION

- The Employee Attrition Analysis Dashboard is an essential tool for understanding and addressing employee turnover. By providing data-driven insights, it helps stakeholders improve retention strategies, enhance employee satisfaction, and maintain operational efficiency. This dashboard identifies high-risk areas, supports strategic planning, and fosters a positive work environment, enabling organizations to build a more stable and productive workforce.

Thank You