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

1.Identify trends in employee turnover and retention.

2. Determine the relationship between employee tenure, salary, and job satisfaction.

3. Develop insights to inform talent management strategies

PROJECT OVERVIEW

1: Employee demographics (age, gender, department)
2. Job details (title, tenure, salary)
3. Performance metrics (ratings, promotions)
4. Turnover indicators (departure date, reason)
5. Training and development data (courses, certifications)

WHO ARE THE END USERS?

1. HR Department
2. Management Team
3. IT Department
4. Payroll Team
5. Employees (self-service)
6. Recruitment Team
7. Training and Development Team
8. Compliance Officers
9. Business Analysts
10. Executive Leadership

OUR SOLUTION AND ITS VALUE PROPOSITION

Filtering-missing values
Conditional formating-blank values
Pivot table
chart

Dataset Description

Employee data set-Kaggle

26 features

Feature -9 features

Emp id

Gender-male, female

Performace

Business unit

Name

Rating- numerical

THE "WOW" IN OUR SOLUTION

Interactive dashboard

Predictive analytics

Automated reporting

Personalised employee profiles

Heat map analysis

Customizable

Real time Alerts

Integration with other systems

Advanced data visualization

Machine learning

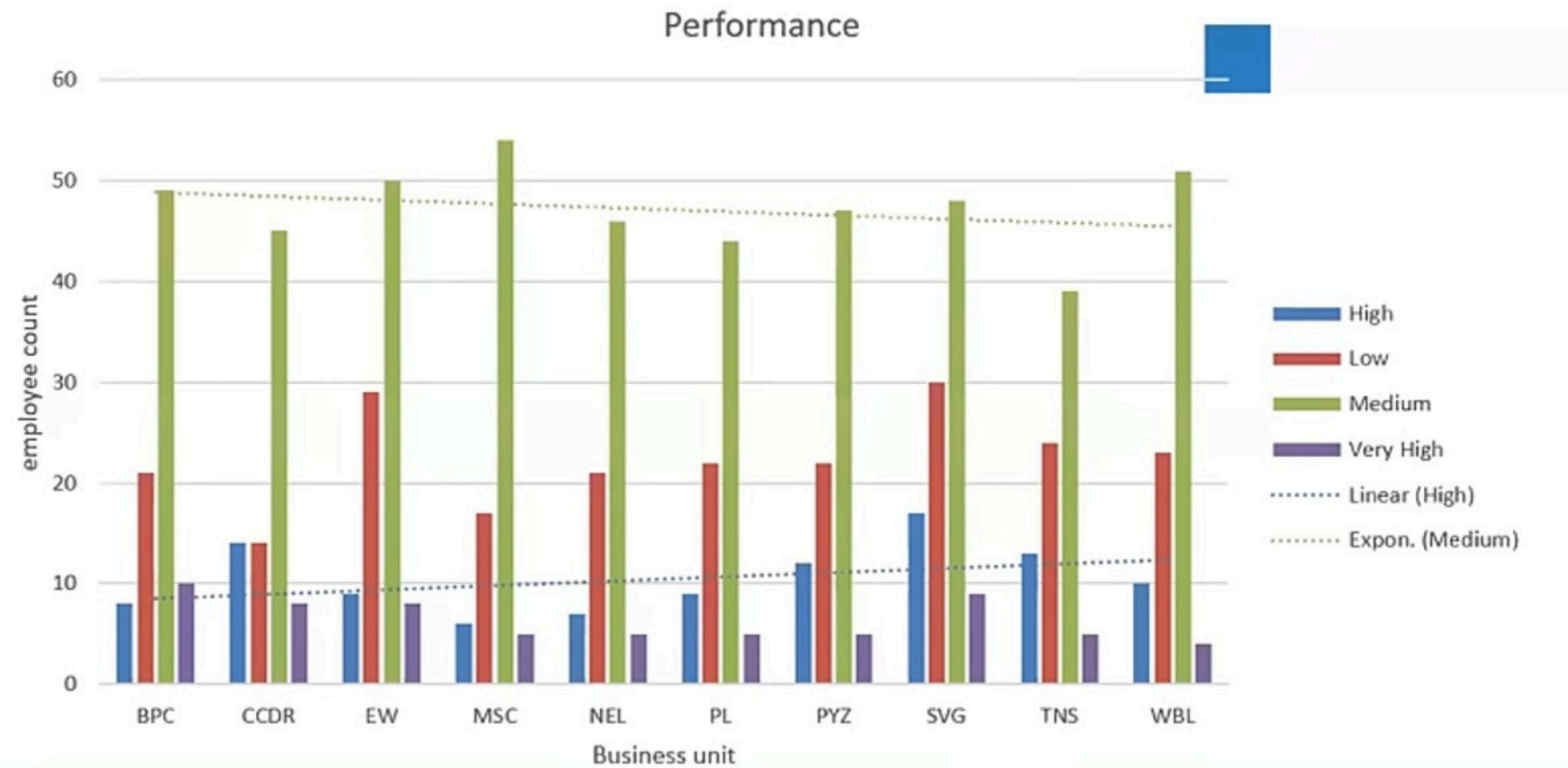# MODELLING

Data Collection

Data cleaning

Techniques

Results

Pivot table

Cahrt graphs

RESULTS

conclusion

Our Employee Data Analysis solution using Excel provides a comprehensive and innovative approach to HR analytics. By leveraging Excel's powerful tools and features, we empower organizations to:

1. Make data-driven decisions
2. Improve employee engagement and retention
3. Enhance talent management
4. Optimize workforce planning
5. Reduce costs and improve outcomes