

Employee Data Analysis using Excel



STUDENT NAME: P.RAJA.

REGISTER NO:312214249

NAA MUDHALAVAN ID:158C29B0C3F1BED95C44AECE23B1D23E

DEPARTMENT:B.COM[A&F]

COLLEGE:ST.THOMS COLLEGE OF ART AND SCIENCE



PROJECT TITLE



Employee Attrition 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

Employee attrition occurs when the size of your workforce diminishes over time due to unavoidable factors such as employee resignation for personal or professional reasons. Employees are leaving the workforce faster than they are hired, and it is often outside the employer's control.



PROJECT OVERVIEW

Compensation and Benefits: Salary, stock options, and other benefits. Work Experience: Years at company, years in current role, and years with current manager. Performance and Satisfaction: Performance ratings, job satisfaction, and work-life balance.



WHO ARE THE END USERS?

Employee attrition is a natural part of running a business, but excessive turnover can be costly. When employees leave, companies lose valuable knowledge and expertise, which can impact their financial state and long-term success.

OUR SOLUTION AND ITS VALUE PROPOSITION



A strong professional recruitment strategy is essential for reducing employee attrition. It involves more than just finding candidates with the right skills. It is all about finding individuals who align with your company's values and culture

Dataset Description

The dataset includes several personal and job-related variables such as Age, Gender, Marital Status, Business Travel, Daily Rate, Department, Distance From Home, Education, Education Field, Employee Count, Employee Number, Environment Satisfaction Hourly Rate and so on.

THE "WOW" IN OUR SOLUTION

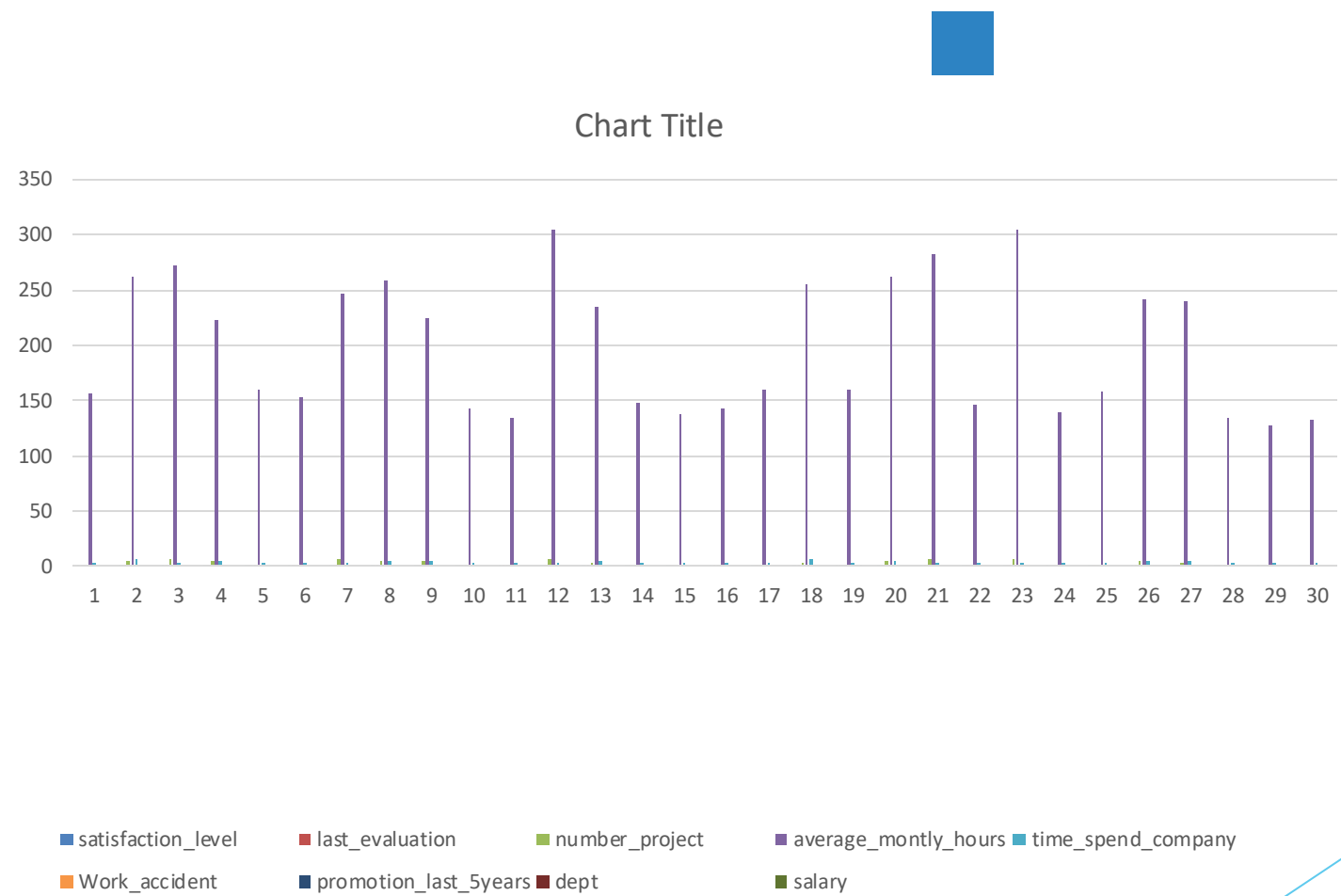
Work-life balance and job stress are also critical factors. Poor work-life balance and high job stress are common reasons why employees resign. Companies that offer flexible working arrangements and prioritize employee well-being are more likely to retain their staff and reduce attrition.



MODELLING

By analyzing factors such as job satisfaction, promotion history, and work environment, we can identify employees at risk of leaving. This predictive approach enables HR departments to take proactive measures, ultimately improving employee retention and maintaining a stable workforce.

RESULTS



conclusion

Employee turnover may feel inevitable, but it doesn't have to be. With careful strategy and commitment, organizations can curb attrition and retain top talent. Since, the costs of neglecting retention are too high, financially and in business performance.