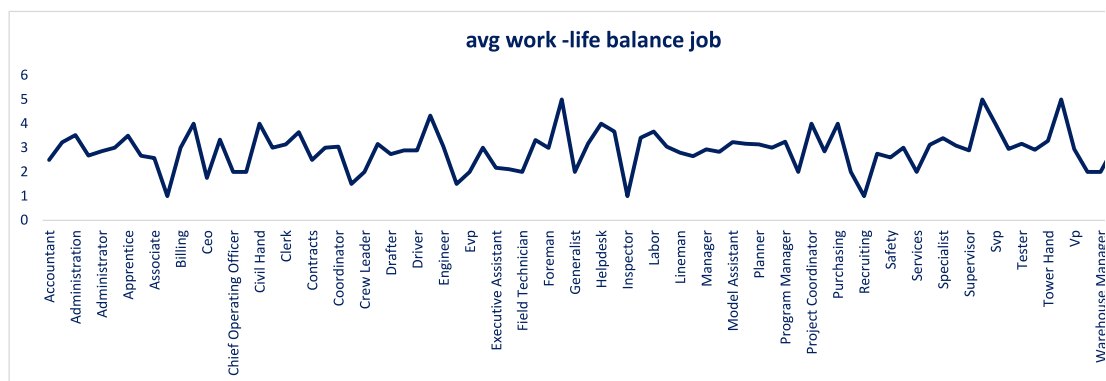| departmn	Count of Employee ID
Admin Off	80
Executive	24
IT/IS	430
Production	2020
Sales	331
Software I	115

Apply conditional formatting to highlight employees with a "Performance Score" below 3 in red.

2584 employee have performan

Calculate the average "Satisfaction Score" for male and female employees separately using a pivot table

gender	Average of satisfaction_score
Female	3.005945303
Male	3.042488619

Create a chart to visualize the distribution of "Work-Life Balance Score" for different job functions.

avg work -life balance job

. Filter the data to display only terminated employees and find out the most common "Termination Type."

terminatio	Count of Employee ID
Involuntar	388
Resignatio	380
Retiremen	377
Voluntary	388
still workir	1467

so involuntrty and voluntry termination more   and 1467 are still working

Calculate the average "Engagement Score" for each department using a pivot table

departmn	Average of engament_score
Admin Off	2.925
Executive	3.375
IT/IS	3.025581395
Production	2.906435644
Sales	2.990936556
Software I	2.973913043

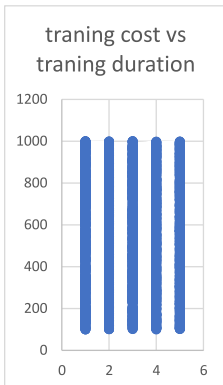Can you identify the department with the highest average "Employee Rating?"

departmn	Average of Current Employee Rating
Admin Off	3.025
Executive	2.791666667
IT/IS	2.969767442
Production	2.982178218
Sales	2.909365559
Software I	2.904347826

admin office department have highest employee rating.

3428   <<===select employee id

paula.small@bilearner.com
here I I used data validation to create select option for employee I'd to get supervisor email

. Create a multi-level pivot table to analyze the "Performance Score" by "BusinessUnit" and "JobFunctionDescription.

Create a scatter plot to explore the relationship between "Training Duration (Days)" and "Training Cost."

training cost vs training duration

Build a pivot table that shows the count of employees by "RaceDesc" and "GenderCode."

gender an	Count of Employee ID
Female	1682
Asian	346
Black	346
Hispa	325
Other	318
White	347
Male	1318
Asian	283
Black	272
Hispa	247
Other	264
White	252

Calculate the total training cost for each "Training Program Name" and display it in a bar chart.

Total traning cost by traning programme type

Utilize the SUMPRODUCT function to calculate the total training cost for employees in a specific location.

formula   >>==SUMPRODUCT(--(F2:F3001=O30),I2:I3001)

	Training	Location	Trainer	Training	Training Cost				select location==>>	Knightborough
g	Failed	Port Gre	Amanda	4	510.83					
l	Failed	Brandor	Brittany	2	582.37					
l	Incompl	Port Bria	Mark Rol	4	777.06					
l	Complet	Knightbo	Richard	2	824.3				totl traning cost	824.3
al	Passed	Brucesh	Heather	4	145.99					
l	Failed	Erinfort	Michael	2	838.07					
al	Failed	New Chr	Virginia (	2	667.32					
al	Incompl	Lowemo	Erica Ma	2	758.18					
l	Incompl	Johnlan	Katelyn	2	101.21					
al	Incompl	Lake Kin	Rhonda	5	332.25					
l	Complet	Smithshi	Natalie F	1	803.98					

formula==>>   INDEX(Table1[Training Program Name],MATCH(R2981,Table1[Employee ID],0))

F	G	H	I	J	K	L	M	N	O	P	Q	R	S
3973	14-Nov-22	Leadership Development	Internal	Passed	West Kaylar	Sarah Gray	1	202.97					
3974	27-Apr-23	Communication Skills	Internal	Passed	Lake Amylar	Terry Gom	1	487.4					
3975	08-May-23	Leadership Development	External	Completed	East Kathryr	John Sawy	2	669.81					
3976	22-Apr-23	Leadership Development	Internal	Completed	Lake Diana	Kristi Davis	1	645.02					
3977	13-Oct-22	Technical Skills	External	Completed	New James	Justin Mar	2	157.4					
3978	15-May-23	Project Management	External	Failed	Lindseystad	William Pa	1	131.98					
3979	03-Aug-23	Communication Skills	External	Failed	Ryantown	Crystal Ne	3	477.12					
3980	27-Jul-23	Communication Skills	External	Incomplete	Port Janicev	Cynthia W	1	695.56			select employee id	1015	
3981	22-Dec-22	Communication Skills	External	Passed	South Kelly	Christina R	2	869.96					
3982	09-Dec-22	Technical Skills	Internal	Completed	Rodriguezm	Justin Wint	1	189.91				Leadership Development	
3983	24-Jul-23	Project Management	External	Failed	Davidhaven	Sherry Pet:	5	407.96					
3984	07-Aug-22	Communication Skills	Internal	Incomplete	Farmerside	Audrey Gra	1	202.91					
3985	16-Oct-22	Communication Skills	Internal	Passed	Lindseyhave	Alan Cook	4	956.95					
3986	15-Oct-22	Technical Skills	External	Passed	Hodgesfort	David Brov	5	813.03					

year	Average of engament_score
2022	2.918281382
2023	2.953667954

Current Employee Rat
4
3
4
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1

top 10 % shows in green color
bottom 10 % shows in red color