Employee Data Analysis using Excel

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PROJECTTITLE

Employee Performance Analysis using Excel KAGGLE

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

The Kaggle "Employee Dataset" problem often involves predicting various employee outcomes using data that includes features such as age, salary, department, job role, and years at the company. A common task is to predict employee attrition, which involves identifying whether an employee is likely to leave the company. This task typically requires analyzing features such as job satisfaction, work environment, and performance metrics. Other possible tasks might include predicting employee performance scores or identifying potential candidates for promotion

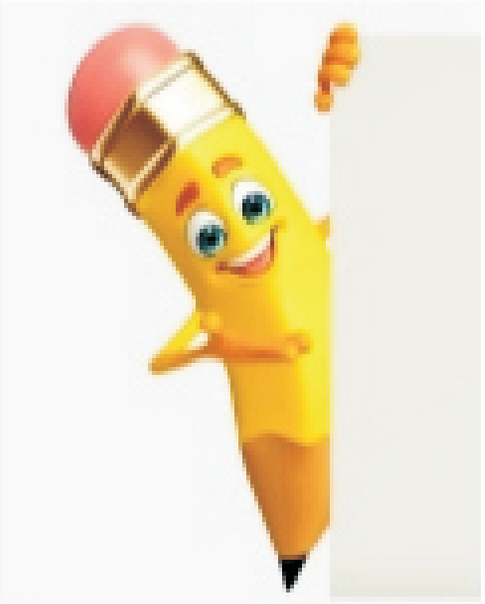
PROJECT OVERVIEW

In a Kaggle employee dataset project aimed at predicting employee attrition, the goal is to develop a machine learning model that can forecast whether an employee will leave the company. The dataset typically includes features such as demographics, job details, performance metrics, and work history.

WHO ARE THE END USERS?

- HUMAN RESOURCE DEPARTMENTS
- MANAGEMENT AND LEADERSHIP
- TEAM LEADERS AND SUPERVISORS
- EMPLOYEES
- EXECUTIVE LEADERSHIP
- BUSINESS ANALYSTS
- RECRUITERS

OUR SOLUTION AND ITS VALUE PROPOSITION



FILTERING- REMOVE VALUES

PIVOT TABLE - SUMMARY OF EMPLOYEE PERFORMANCE

BAR DIAGRAM - FINAL REPORT

Dataset Description

- **EMPLOYEE DATASET:- KAGGLE**
- **9 FEATURES IN EXCEL**

EMPLOYEE ID- ALPHANUMERIC(TEXT)NAME-
ALPHABETICAL(TEXT)
GENDER- ALPHABETICAL(TEXT)
DEPARTMENT - ALPHABETICAL(TEXT)
SALARY - NUMERICAL
START DATE - ALPHANUMERIC(TEXT)
FTE- NUMERICAL
EMPLOYEE TYPE- ALPHABETICAL(TEXT)
EMPLOYEE LOCATION- ALPHABETICAL(TEXT)

- **3 FEATURES USED:-**

DEPARTMENT - ALPHABETICAL(TEXT)
FTE- NUMERICAL
EMPLOYEE TYPE- ALPHABETICAL(TEXT)

THE "WOW" IN OUR SOLUTION

- The best solution for the Employee Dataset on Kaggle involves a combination of data analysis, machine learning, and insights.
- It starts with exploratory data analysis to understand the dataset's structure and correlations.

MODELLING

- STEP -1

  DOWNLOAD THE EMPLOYEE DATASET AND OPEN THE EMPLOYEE DATASET IN EXCEL.

- STEP -2

  SELECT THE ENTIRE DATA AND CLICK ON DATA AND CLICK ON FILTER OPTION.

- STEP -3

  FILTER FTP FROM A TO Z ORDER.

- STEP -4

  SELECT THE ENTIRE DATA AND CLICK ON INSERT AND CLICK ON PIVOT TABLE TO CREATE PIVOT TABLE.

- **STEP -5**

  DRAG THE NEEDED DATA AND CREATE A PIVOT TABLE.
- **STEP -6**

  SELECT THE PIVOT TABLE AND CLICK ON INSERT.
- **STEP-7**

  NOW CLICK ON THE CHART THAT YOU WANT.
- **STEP -8**

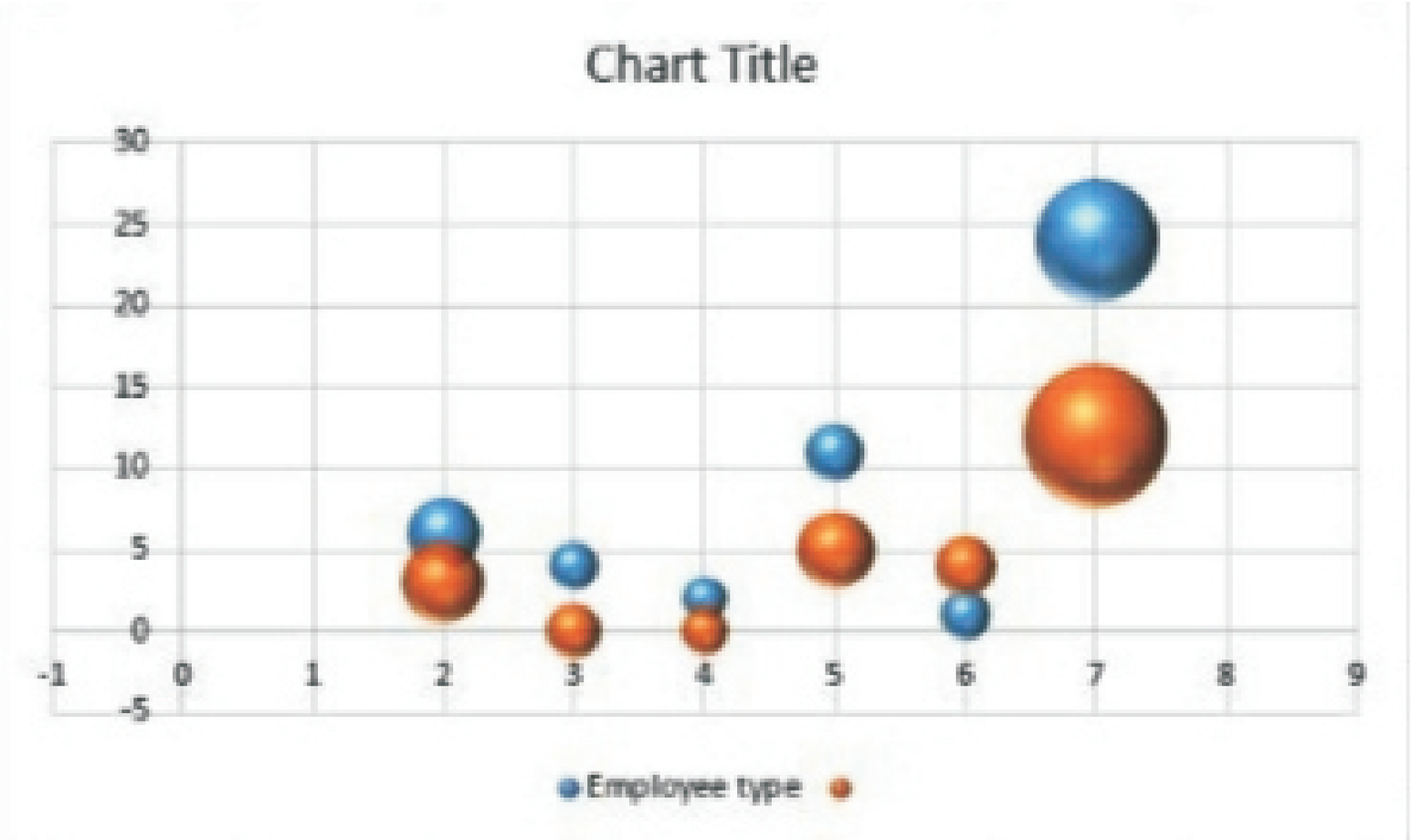
  THE CHART IS CREATED.

RESULTS

1. TABLE

Sum of Number of Dependents	Employee type			
Job Role	Fixed Term	Permanent	Temporary	Grand Total
Education	6	31	3	40
Finance	4	13	0	17
Healthcare	2	11	0	13
Media	11	20	5	36
Technology	1	15	4	20
Grand Total	24	90	12	126

2. BAR DIAGRAM :-



conclusion

Some conclusions that can be drawn from the dataset include:-

1.**Employee turnover can be predicted:** By analyzing factors like job satisfaction, salary, and work-life balance, it's possible to predict which employees are likely to leave the company.

2.**Employee performance can be improved:** By identifying areas where employees struggle, companies can provide targeted training and support to enhance performance.