

Employee DATA BASE ANALYSIS

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Introduction:

- Objective : State the purpose of the analysis(e.g., to understand workforce demographics, performance trends, or retention rates).
- Overview: Briefly describe what the presentation will cover.
- Data summary: source of data explain where the data comes from(HR system, surveys, etc.).

Workforce Demographics Age distribution:

- Pie chart or histogram showing the distribution of employees by age group.
- Gender breakdown: Bar chart showing the ratio of male and female employees.
- Departmental Distribution: Pie chart illustrating the number of employees in each department.

Tenure and experience:

Tenure Distribution: Histogram or bar chart showing employee tenure in the company.

Experience level: Breakdown of employees by years of experience

Performance Analysis:

- Performance Rating: Bar chart showing the distribution of performance rating across the workforce.
- Top performance: Highlight employees or department with the highest performance rating.
- Performance Trends: Line graph showing changes in performance ratings over time.

Attribution and Retention:

- Attribution Rate: Line graph showing the employee turnover rate over time.
- Retention Rates: Breakdown of retention by department or tenure.
- Exit Reasons: pie chart or bar chart of the reasons for employee departure

Employee satisfaction:

- Satisfaction scores: Bar chart showing average employee satisfaction scores.
- Key Drivers of satisfaction: List or graph showing factors contributing to high or low satisfaction.

Salary Analysis:

- Salary distribution: Histogram showing the distribution of salaries.
- Salary by department/Role : Bar chart comparing average salaries by department or role.
- Salary vs performance: scatter plot showing the relationship between salary and performance rating.

Conclusion:

- Final thoughts: summarize the overall state of the workforce.
- Next steps: outline any further analysis or actions that will be taken.

THANK YOU