**Our Company Name is Microbridge**

**Headquarter - United States**

1. Current Attrition Rate: Measurement of the current rate at which employees are leaving the company.

Ans: For calculating current rate of employees leaving the company we have,

First I have applied filter on exit date for year 2022

Employees left the company in current year (2022) = 7

[=COUNT(L506,L578,L602,L641,L697,L732,L752)]

Total Employees in the company = 1000[=COUNTA(A2:A1001)]

Rate of employees leaving = (7/1000) \* 100 = 0.7%

1. Ratio of Employees aged 60 or above: Proportion of employees aged 60 and above.

Ans: For calculating ratio of Employees aged 60 or above we have,

Employees who have age 60 or above = 113

=COUNTIFS(G2:G1001, ">=60") / COUNTA(G2:G1001)

This formula uses the COUNTIFS function to count the number of employees aged 60 or above and divides it by the total count of employees (Using COUNTA).

So the Ratio of Employee = (113/1000) = 0.113

1. Gender Ratio: Ratio comparing the number of female employees to male employees.

Ans: The number of Female employees:

=COUNTIF(F2:F1001, "Female") = 518

The number of Male Employees:

=COUNTIF(F2:F1001, "Male") = 482

Ratio of the number of female and male employees

=COUNTIF(F2:F1001, "Female") / COUNTIF(F2:F1001, "Male") = 518/482 = 1.074689

1. Oldest Employee in Each Department & in Business unit: Identification of the oldest employee in every department.

Ans. To find the Oldest Employees in Each Department:

We check for the Employee age and the Department

=IFERROR(INDEX($B$2:$G$1001,MATCH(MAXIFS($G$2:$G$1001,$D$2:$D$1001,D2),$G$2:$G$1001,0),1),"")

Here:

$B$2:$G$1001 refers to the range of cells from B2 to G1001. This range includes two columns, Where column B might represent employee names or identifiers, and column G might represent the ages of those employees.

(…,$G$2:$B$1001,0): Finds the position of the maximum age in the age column.

So the Oldest Employee in Each Department is **Bella Powell**.

Now, To find the Oldest Employee in Business Unit is:

=IFERROR(INDEX($B$2:$G$1001,MATCH(MAXIFS($G$2:$G$1001,$E$2:$E$1001,E2),$G$2:$G$1001,0),1),"")

So the Oldest Employee in Business Unit is **Bella Powell**.

1. Total Employees Hired in the Last 3 Years (Based on Data): Count of employees hired within the last three years according to available data.

Ans: For Calculating the total number of Employees Hired in Last 3 Years:

=COUNTIFS(H2:H1001, ">= " & TODAY() - 365\*3, H2:H1001, "<= " & TODAY())

Here:

H2:H1001: This is the range of cells containing the hire dates

">= " & TODAY() -365\*3: This Part checks if the hire date is greater than or equal to today’s date minus three years.

"<= " & TODAY() : This Part Checks if the hire date is less than or equal to today’s date.

So, the total number of employees hired in the Last 3 years = **85**

1. 3 Highest Paid Employee: Identification of the employee with the highest salary.

Ans: The first whose salary is highest is:

=INDEX($B$2:$G$1001, MATCH(LARGE($I$2:$I$1001, 1), $I$2:$I$1001, 0), 1)

Whose salary is first high is **Raelynn Rios**.

The second highest salary is:

=INDEX($B$2:$G$1001, MATCH(LARGE($I$2:$I$1001, 2), $I$2:$I$1001, 0), 1)

Whose salary is second high is **Kinsley Vega.**

The Third highest salary is:

=INDEX($B$2:$G$1001, MATCH(LARGE($I$2:$I$1001, 3), $I$2:$I$1001, 0), 1)

Whose salary is third high is **Silas Rivera.**

1. 3 Employee Receiving the Highest Bonus: Identification of the employee who received the highest bonus.

Ans. The first highest Bonus Receiver is:

=INDEX($B$2:$G$1001, MATCH(LARGE($J$2:$J$1001, 1), $J$2:$J$1001, 0), 1)

Whose highest Bonus is **Thomas Padilla.**

The Second highest Bonus Receiver is:

=INDEX($B$2:$G$1001, MATCH(LARGE($J$2:$J$1001, 2), $J$2:$J$1001, 0), 1)

The Third Highest Bonus Receiver is:

=INDEX($B$2:$G$1001, MATCH(LARGE($J$2:$J$1001, 3), $J$2:$J$1001, 0), 1)

1. What is the total number of employees currently based at the headquarters?

Ans: The Total number of employees currently based on headquarters

=COUNTIFS(K2:K1001, "United states")=0