

EMPLOYEE DATA ANALYSIS USING WITH EXCEL

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PROJECT TITLE

Employee Turnover Analysis

AGENDA

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2. Project Overview
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5. Dataset Description
6. Modelling Approach
7. Results and Discussion
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PROBLEM STATEMENT

Turnover is the rate at which an employer gains and losses employees. The simple way to describe it is "how long employees tend to stay" or "flow rate through the revolving door." There are two types of turnover, which is voluntary and involuntary.



PROJECT OVERVIEW



- A Turnover Analysis project plays a vital role in workforce dynamics management. An analysis can help an organization:
Understand the actual levers and options can be used to favorably influence turnover.



WHO ARE THE END USERS?

As mentioned previously, implementing a one-size-fits-all retention program is the antithesis of strategic HR: not all turnover is bad, particularly among low performers in non-critical positions, but high rates of turnover can be avoided.

OUR SOLUTION AND ITS VALUE PROPOSITION



Doing the kind of analytics needed to effectively reduce employee turnover can't easily be accomplished on multiple spreadsheets or by querying disparate HR systems to get the correct data. An investment in the right people analytics solution is the key to achieving this. .

Dataset Description

It periodically evaluates employees' work details including the number of projects they worked upon, average monthly working hours, time spent in the company, promotions in the last 5 years, and salary level. Data from prior evaluations show the employee's satisfaction at the workplace.

THE "WOW" IN OUR SOLUTION



The solution allows you to compare resignation rates across locations, functions, tenure, age groups, diversity, and other groups to ensure program investments are targeted where they will deliver the most impact



MODELLING

Combined meta-analysis with structural equations modeling (SEM) to validate the W. H. Mobley et al (1978) turnover theory as well as alternative structural networks proposed by A. Dalessio et al (1986), P. W. Hom et al (1984), and B. D. Bannister and R. W. Griffeth (1986). The authors aggregated correlations from 17 studies ($N = 5,013$ employees), correcting for unreliability and sampling error. Then they used SEM to assess the models, comparing their relative fits to data. SEM analyses corroborated the Mobley et al model better than did past research, but these analyses also showed that the Dalessio et al and the Hom et al theories explained sample data more plausibly. Additional SEM tests found that turnover base rates, time lags between turnover and model assessments, unemployment rates, and occupational differences moderated the models' pathways. The present findings suggest various implications for these theories and for turnover research. (Psy^clinfo Database Record (c) 2020 APA, all rights reserved)

Results

The datafication of HR is bringing an end to the one-size-fits-all era of talent retention programs. For instance, First West Credit Union used data to learn about a retention problem, leveraged Visier's people analytics platform to laser in on the issue, focused their interventions, and reported back to the business the \$500k saved in turnover costs and the additional \$2.5M in revenue generated through retention and productivity.

conclusion

In summary, studying employee turnover statistics enables organizations to make informed decisions, develop effective strategies, reduce costs, improve employee engagement, and create a healthier and more productive work environment. It is an essential aspect of human resources management and organizational success.