MAMTA KASHYAP

Data Analytics

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Bengaluru

SUMMARY

An accomplished Data Analytics professional with expertise in advanced Excel, Power BI, Tableau, and SQL. Proficient in data collection, analysis, and visualization to drive strategic decisions. Demonstrated ability to create comprehensive dashboards and reports to enhance performance and attrition analysis. Skilled in analytical thinking and communication, with a proven track record of delivering actionable insights and recommendations for HR management.

SKILLS

| Advanced excel | Tableau | Power BI | SQL | MS Excel | MySQL | Communication |

Analytical Thinking

EXPERIENCE

09/2023 - Present

Bengaluru

Data Analyst Intern
Learnbay

· **Title:**Employee Performance and Attrition Analysis for HR Department using Power BI
· **Objective:**The primary objective of this project is to analyze employee performance and attrition within an organization using Power BI. The goal is to provide insights into factors influencing employee performance, identify patterns leading to attrition, and support HR decision-making processes.
Data Collection:
· Employee data: Employee ID, department, job role, tenure, age, gender, education level, and marital status.
· Performance data: Performance ratings, goals achieved, training participation, and project contributions.
· Attrition data: Exit interviews, reasons for leaving, last working day, and feedback scores.
· Compensation data: Salary,bonuses, and benefits.
Key Performance Indicators (KPIs):
· Performance metrics: Average performance rating, top performers, and training effectiveness.
· Attrition metrics: Attrition rate, reasons for leaving, and tenure distribution.
· Demographic metrics: Gender ratio, age distribution, and education levels.
Data Visualization and Reporting:
· Performance Dashboard: Visualizes employee performance metrics, top performers, and training participation.
· Attrition Dashboard: Displays attrition rates, reasons for leaving, and demographic breakdown of attrition.
· Demographic Dashboard: Shows gender, age, and education distribution across departments and roles.
· Interactive Reports: Allow users to filter and drill down into specific segments for deeper insights.
· **Impact:-**The analysis has significantly enhanced HR decision-making by providing actionable insights into employee performance and attrition. It enabled the identification of high performers and areas needing improvement, facilitating targeted training and development initiatives, and fostering professional growth and skill enhancement.

PROJECTS

1. Hospital Management System (HMS)-SQL

- Developed a comprehensive database schema for managing appointments, patients, doctors, and medical history using **SQL.**
- Developed 10+ complex SQL queries and stored procedures to enhance system functionality, including patient appointment tracking, age demographics analysis,and automated billing calculations, significantly improving data retrieval and processing efficiency.
- Created triggers and stored procedures to automate tasks, including updatingappointment statuses and calculating total medication costs, improving operational efficiency.

2. Super Store Sales Summary Dashboard

- Developed an interactive and visually compelling dashboard to provide actionable insights into Super Store's sales performance using **POWER BI.**
- **KPI Visualization**: Delivered clear and concise visualization of key metrics, including Total Sales ($134K), Total Quantity Sold (3K units), and Profit ($15K).
- **Category Analysis**: Identified top-performing sub-categories, such as Chairs and Storage, to highlight sales trends and profitability.
- **Regional Performance**: Designed interactive donut charts to analyse sales distribution across Central, West, South, and East regions.
- **Sales Trends**: Conducted time-series analysis by year, quarter, and category to evaluate sales performance over time.
- **Customer and Segment Insights**: Pinpointed top 3 clients contributing the highest sales and analysed sales distribution across Consumer, Corporate, and Home Office segments.

    Impact - The dashboard facilitated a comprehensive sales overview, uncovering trends and driving informed business decisions, resulting in improved strategic planning and resource allocation.

3. Corporate Leadership Diversity Dashboard-Power BI

- Developed a Power BI dashboard to analyze gender diversity and age trends ofdirectors, highlighting yearly changes.
- Identified critical insights on female underrepresentation in specific sectors.

CERTIFICATION

Tableau & Power BI certifications from Learnbay

SQL & MongoDB certifications from Learnbay.

Advanced Excel for HR Analytics certification from Learnbay.

ACHIEVEMENTS

- **Won 2nd Prize in Expression! You and your city environment (presented documentary on Child Labor)**

- **Member of Organizing committee of TIECOONS (Management Fest MMMUT, GKP)**

- **Presented a research Paper at the UGC sponsored National Seminar on "Smart India Vision 2020: Innovation in commerce and management." – Topic – Stress management of employees in the banking sector**

- **Presented research paper at the National Conference on "ECO Friendly Marketing Technique"**

LANGUAGES

English   Hindi

EDUCATION

2015 - 2017	◆ MBA HR (MMMUT, Gorakhpur)
	Madan Mohan Malaviya University of Technology
2012 - 2015	◆ BSC (DDUGU, Gorakhpur)
	Mahatma Gandhi Post Graduate College