EmployeeDataAnalysisusingExcel

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PROJECTTITLE

EMPLOYEE ATTRITIONANALYSISUS INGEXCELDASHBOARD

AGENDA

1.Problem Statement2.Project Overview3.EndUsers
4. OurSolutionandProposition
5. Dataset Description6.Modelling Approach7.ResultsandDiscussion8.Conclusion

PROBLEMSTATEMENT

Wehavetoprepareemployeeperformanceanalysisusingexcelbec
ause:

- TOIDENTIFYAREASTOBEDEVELOPED:Thisispossible whenweareusingexcelwecanidentifytheareatobedeveloped.
- TOIMPROVEPRODUCTIVITY:Byusingexcelwecaneasily identifytheimprovementofproductivityinanorganisation.
- DETERMINATIONOFGOAL:Thecompanywillbeusingthis analysistodeterminetheshorttermgoalaswellaslongtermgoal ofthecompanywhetheritgoingaspertheyhaveplannedornot.
- TORECOGNITIONANDREWARD:Itallowstoidentifythe employeesrecognitionandrewardtoemployeesthishelptoimprovethe m.

PROJECTOVERVIEW

- COMMUNICATIONTOOLS:Thisprojectoverviewserveasa highlightstotheimportantdetailsoftheemployeeslikeemployeesID,Firstname, Lastname,Gender,Businessunit,Employeestype,Employees Status,Performancescoreandemployeescurrentratingetc.PROJECT
- OBJECTIVES:Aclearstatementanddataoftheemployeesdetailsofwhat theprojectaimstoachieve.Thisincludesthegoal,expectedoutcomes,andanysp ecifictargets.OVERVIEWOFTHEPROJECTS:Theoverviewof
- theprojectisaconcisesummarythatprovideskeyinformationabout employees data is helps to identify the persons details and rating thereperformance of the employees . DOCUMENTARY :It is the documentarydetailsabouttheemployeesitshelpstohighlightsthedetailsofthe
- employeesdetaileddocumentary intheemployeesdatadocumentandsoredinthecompanydocuments.

WHOARETHEENDUSERS?

- Datamanagementteam
- Humanresourcemanagementdepartmentteam
- Employeedepartmentteam
- Managers
- ITDepartment

OURSOLUTIONANDITSVALUEPROPOSITION

- CONDITIONALFORMAT:Usingthisconditionalformat appliesagradientcoloursintheblankspaceintheemployeesdata.Th isfeaturesisparticularlyusefulformakingdataanalysismoreIntuiti veandeasiertointerpret.
- FILTER:Itisusingtoremovetheblankboxes.Filtertheblank boxesanditsavestimetorecordsortrendswithoutmanually searching through large datasets.
- PIVOT TABLE :It is the powerful toolusedtosummarise, analyse,explore,andpresentlargeamountofdata.Itfiltering the data dynamically.
- PIE-CHART: It isused tovisuallyrepresentstheproportions orpercentagesofawholedataset.

DatasetDescription

EMPLOYEE DATASET: Describing datasets effectively involves providing clear andconciseinformationabouttheircontents,structure,andcontext.

The data set contains information about employee within the organisation,includingtheirsalaries, ageandgender.

- EmployeeID:Auniqueidentifierforeachemployee.
- Age:Theageoftheemployee.
- Gender:Thegenderoftheemployee(e.g.,Male,Female,Non-binary).
- Department:Thedepartmentinwhichtheemployeeworks(e.g.,Sales,IT,HR).
- JobRole:Theemployee'sjobtitleorrole(e.g.,SoftwareEngineer,SalesManager).
- Salary:Theemployee'ssalary.
- Tenure:Thenumberofyearstheemployeehasbeenwiththecompany.
- PerformanceRating:Aratingoftheemployee'sperformance(e.g.,Excellent,Good,Average,Poor).

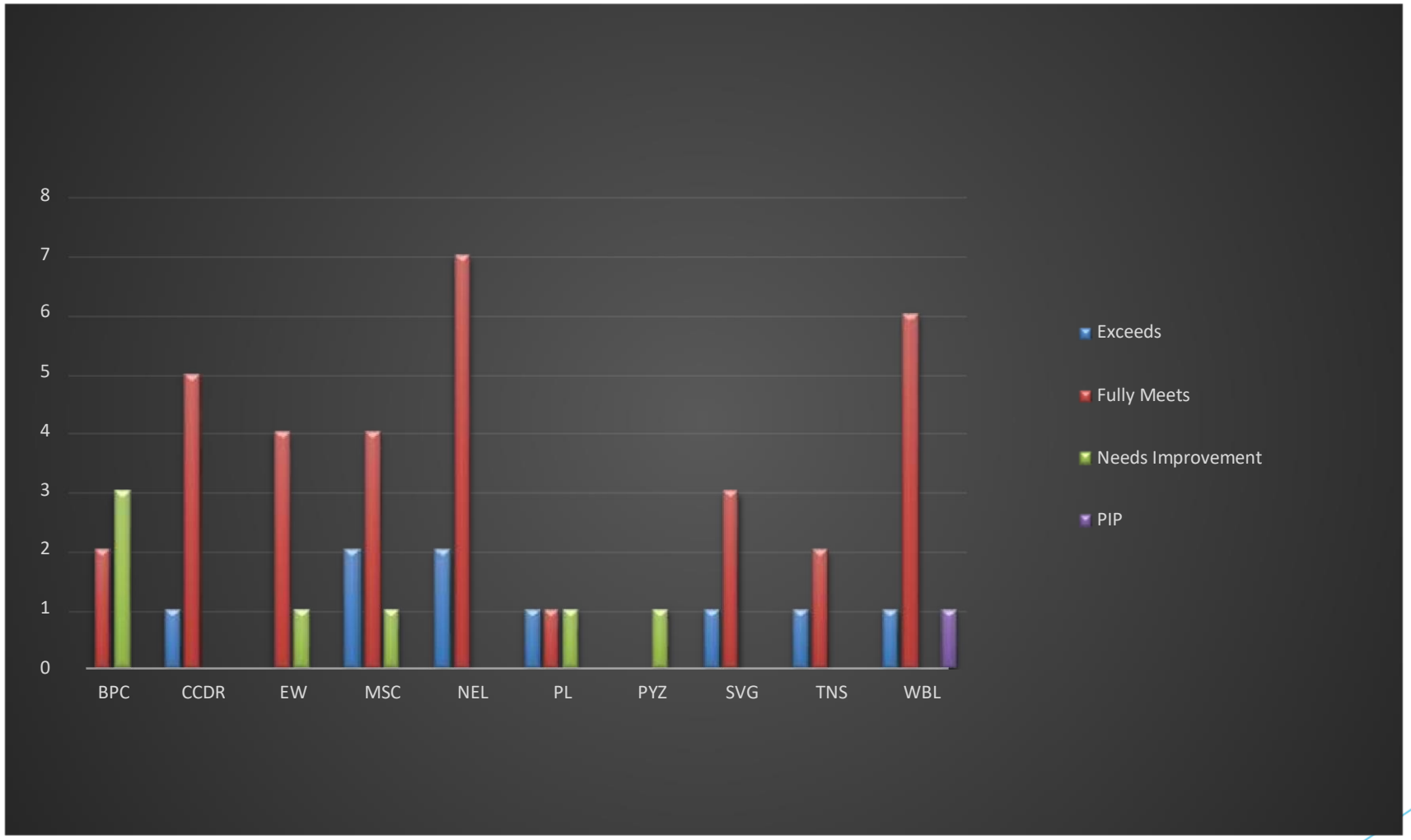
THE"WOW"INOURSOLUTION

=IFS(Z8>5,”VERYHIGH”Z8>=4,”HIGH”,Z8>=3”MED”, TRUE,”LOW”)

MODELLING

SCIENTIFICMODELLING:Usedinsciencetosimulateandunderstandcomplexsystem likeclimate,ecosystem,orchemicalreactions.
MATHEMATICALMODELLING:Involvesusingmathematicalequationstorepresentrelati onship betweendifferentvariablewithina system,oftenusedin physical,economic, and engineering.
STATISTICALMODELLING:Involvesusingstatisticalmethodstoanalysesandmakepredicti ons basedondata,commonlyusedinfieldslikeeconomics,biology,andsocial sciences.
BUSINESSMODELLING:Involvescreatingrepresentationsofbusinessprocessersorst rategies,oftentoanalysesfinancialperformanceordevelopbusinessplans.
Each typeof modellingservesto provideinsights,make predictions,orcreate avisualrepresentationofsomethingthatcanbeusedforfurtheranalysisordecision-ma k in g.

RESULTS


8
7
6
5
4
3
2
1
0
BPC
CCDR
EW
MSC
NEL
PL
PYZ
SVG
TNS
WBL
Exceeds
Fully Meets
Needs Improvement
PIP

RESULTS

GenderCode	(All)				
CountofFirstName	ColumnLabels				
RowLabels	Exceeds	FullyMeets	NeedsImprovement	PIP	GrandTotal
BPC		2	3		5
CCDR	1	5			6
EW		4	1		5
MSC	2	4	1		7
NEL	2	7			9
PL	1	1	1		3
PYZ			1		1
SVG	1	3			4
TNS	1	2			3
WBL	1	6		1	8
GrandTotal	9	34	7	1	51

conclusion

Concluding an employee attrition analysis using Excel dashboards, you'll want to summarizethe key insights, trends, and recommendations based on the data visualized in yourdashboards.Here'sastructuredapproachtohelpyouframeyourconclusion:

•OverallAttritionRate:Providethepercentageofemployeesleavingtheorganizationoveraspecificperiod.

•TrendsOverTime:Highlightanynoticeabletrendsinattritionrates—whethertheyareincreasing,decreasing,orstable.

•DepartmentalInsights:Identifywhichdepartmentsorteamshavethehighestorlowestattritionrates.

•DemographicAnalysis:Summarizeattritionratesbyfactorssuchasage,gender,tenure,orjobrole.