

Employee Data analysis using Excel

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AGENDA

- 1.Problem Statement
- 2.Project Overview
- 3.End Users
- 4.Our Solution and Proposition
- 5.Dataset Description
- 6.Modelling Approach
- 7.Results and Discussion
- 8.Conclusion

Slide 1 : PROBLEM STATEMENT

- Title: “Employee Data Analysis”
- Subtitle: “Unlocking Insights to Drive Business Success”
- Bullet points:
 - High employee turnover rates (20% in the last quarter)
 - Low employee engagement (average score of 3.5/5)
 - Inefficient talent management processes (manual and time-consuming)
- Image: a graph showing the increasing turnover rate or a picture of a puzzle to represent the problem

Slide 2 : PROJECT OVERVIEW

- Subtitle: “Analyzing Employee Data to Inform Business Decisions”
- - Bullet points:
 - - Project objectives:
 - - Identify factors contributing to turnover
 - - Develop predictive model for turnover
 - - Inform talent management strategies
 - - Scope and timeline:
 - - 6-week project
 - - Weekly meetings with stakeholders
 - - Key stakeholders:
 - - HR team
 - - Management - Department heads- Image: a Gantt chart or a calendar to represent the project timeline

Slide 3 : END USERS

- Subtitle: "Who Will Benefit from This Analysis"
- Bullet points:
 - HR team:
 - Talent acquisition and management
 - Employee engagement and retention
 - Management:
 - Strategic decision-making
 - Performance management
 - Department heads:
 - Team performance and productivity
 - Employee development and growth
- Image: a picture of a team or a graph showing the connection between end users

Slide 4 : OUR SOLUTION AND PROPOSITION

- Subtitle: “Unlocking Insights from Employee Data”
- Bullet points:
 - Data analysis approach:
 - Descriptive statistics
 - Inferential statistics
 - Predictive modeling
 - Key benefits and value proposition:
 - Data-driven insights
 - Predictive capabilities
 - Inform talent management strategies
- Image: a picture of a lock and key or a graph showing the connection between data and insights

Slide 5 :DATA SET DESCRIPTION

- Bullet points:
 - Data sources:
 - HRIS (Human Resource Information System)
 - Employee engagement surveys
 - Performance management data
 - Data quality and limitations:
 - Data cleaning and preprocessing
 - Missing values and outliers
 - Key variables and metrics:
 - Employee ID
 - Job title
 - Department
 - Tenure
 - Performance ratings
- Image: a picture of a dataset or a graph showing the data distribution



MODELLING

► 1) DATA COLLECTION

The data has been collected through Edunet dash board.

► 2) FEATURE COLLECTION

The listed 10 features were taken for the analyses of data.

► 3) DATA CLEANING

Identifying the missing values.

Filtering of those missing values.

► 4) CALCULATION OF PERFORMANCE LEVEL

By considering the current employee rating, I found the performance level using the formula.

5) SUMMARY OF PIVOT LEVEL

Segregating of certain features to rows, columns, heading and so on.

6) VISUALIZATION:

Once completed with pivot table, created the graph for precise visualization

RESULTS

FORMULAS:

=IF(AND(Z8>-5), "VERY HIGH", IF(AND(Z8>=4), "HIGH", IF(AND(Z8>=3), "MED", "LOW"))))



CONCLUSION

- Subtitle: “Unlocking Insights to Drive Business Success”
- Summary of key takeaways and recommendations
- Image: a picture of a key or a graph showing the connection between insights and business success

