

Employee Data Analysis using Excel



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PROJECT TITLE



employee turnover data eet



AGENDA

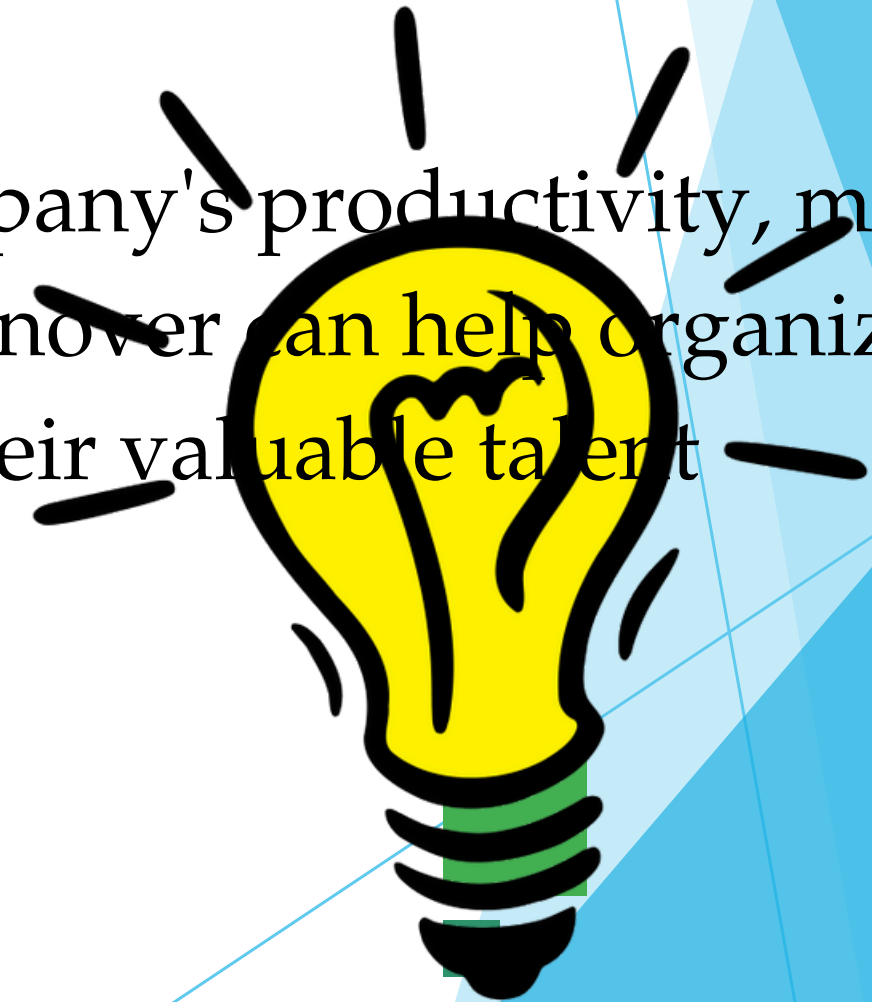
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PROBLEM STATEMENT



employee turnover rates can significantly impact a company's productivity, morale, and bottom line. Identifying the underlying causes of turnover can help organizations implement targeted strategies to retain their valuable talent



PROJECT OVERVIEW

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This project aims to utilize pivot tables to analyze employee turnover data and identify key factors contributing to attrition. By visualizing the data in a structured and interactive manner, we can gain valuable insights into employee demographics, tenure, performance metrics, and other relevant variables.



WHO ARE THE END USERS?



Human Resources (HR) professionals: To develop targeted retention strategies and improve HR policies.

Management: To make informed decisions regarding employee development, compensation, and workplace culture.

Data analysts: To gain a deeper understanding of employee turnover trends and identify areas for further research.



OUR SOLUTION AND ITS VALUE PROPOSITION



Leverage pivot tables: A powerful tool for data analysis and visualization.

Identify key trends: Analyze employee turnover rates based on various factors such as age, gender, tenure, department, and performance.

Provide actionable insights: Use the findings to implement targeted retention strategies and improve employee satisfaction.

Save time and resources: Efficiently analyze large datasets and uncover meaningful patterns.

Dataset Description

The dataset should include the following information for each employee:

- **Employee ID:** A unique identifier for each employee.
- **Name:** Employee's full name.
- **Department:** Department or team the employee belongs to.
- **Job Title:** Employee's job position.
- **Hire Date:** Date the employee was hired.
- **Termination Date:** Date the employee left the company (if applicable).
- **Reason for Leaving:** Reason for termination (e.g., voluntary, involuntary, retirement).
- **Tenure:** Length of employment in years.
- **Salary:** Employee's annual salary.
- **Performance Ratings:** Employee's performance ratings (e.g., excellent, good, satisfactory, needs improvement).
- **Satisfaction Surveys:** Results from employee satisfaction surveys.

THE "WOW" IN OUR SOLUTION



Interactive dashboards: Create dynamic pivot tables that allow users to explore the data interactively and uncover hidden patterns.

Drill-down analysis: Investigate specific trends in more detail by drilling down into different levels of the data hierarchy.

Customized reports: Generate tailored reports to address specific questions or concerns.



MODELLING

- Import the dataset:** Import the employee turnover data into a spreadsheet application (e.g., Excel, Google Sheets).
- Create pivot tables:** Create pivot tables using the employee data, selecting appropriate fields for rows, columns, values, and filters.
- Analyze trends:** Analyze the pivot tables to identify key trends and patterns related to employee turnover.
- Create visualizations:** Create visualizations (e.g., charts, graphs) to enhance understanding and communication of the findings.

RESULT

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Age and gender: Are there differences in turnover rates based on age or gender?

Tenure: Does employee tenure correlate with turnover rates?

Department: Are certain departments experiencing higher turnover than others?

Performance: Is there a relationship between employee performance and turnover?

Satisfaction: Are employees with low satisfaction scores more likely to leave?

conclusion

Employee turnover analysis, organizations can gain valuable insights into the factors driving attrition and implement targeted strategies to improve retention. This approach can help create a more positive and productive work environment, ultimately leading to better business outcomes.