Here are some Excel-related questions tailored for a data analyst using the provided company employee data:

1. Pivot Table Analysis:
2. Create a Pivot Table to summarize the average annual salary by department. Which department has the highest average salary?
3. Use a Pivot Table to calculate the total bonus payout by business unit. Which business unit receives the most in bonuses?
4. VLOOKUP/XLOOKUP:
   1. Use VLOOKUP/XLOOKUP to find the job title, department, and annual salary of an employee with a specific Employee ID.
   2. How would you use XLOOKUP to find the bonus percentage of an employee based on their Full Name?
5. Data Validation:
   1. Set up a data validation rule for the "Department" column to ensure that only existing department names can be entered.
   2. Create a drop-down list for the "Country" field using data validation.
6. Conditional Formatting:
   1. Apply conditional formatting to highlight all employees in the "Finance" department who have a bonus percentage above 10%.
   2. Use conditional formatting to identify employees who are eligible for retirement (age 60 and above).
7. Charts:
   1. Create a bar chart that shows the number of employees in each department. Which department has the most employees?
   2. Generate a line chart to track the average salary by age group. What trend do you observe?
8. Dashboard Creation:
   1. Design a dashboard that displays key HR metrics, including total headcount, average salary, and gender distribution.
   2. Create an interactive dashboard that allows users to filter data by department and visualize the corresponding employee demographics.
9. Data Summarization:
   1. Summarize the data to find the average age of employees in each country. Which country has the youngest workforce?
   2. Use Excel’s `SUBTOTAL` function to calculate the average annual salary for each department when filtering the data.