Employee Data Analysis using Excel

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# PROJECT TITLE Employee asset price level analysis using excel

AGENDA

1. Problem Statement
2. Project Overview
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4. Our Solution and Proposition
5. Dataset Description
6. Modelling Approach
7. Results and Discussion
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PROBLEM STATEMENT

❖ The goal is to analyze employee salary data to understand salary distribution, identify trends based on different parameters, and provide insights to help the organization improve its salary structure.

❖ The organization seeks to gain insights into its employee compensation structure to ensure it is competitive, fair, and aligned with organizational goals. With an increase in focus on employee retention, diversity, and performance-based compensation, analyzing salary data can help uncover key trends, disparities, and opportunities for improvement.

❖ The current salary structure may have potential disparities related to gender, department, experience, performance, and location that could affect employee satisfaction and retention. The organization needs to ensure that employees are compensated fairly and competitively to maintain morale and productivity. However, no detailed analysis has been conducted to identify whether such disparities exist or if improvements in salary practices are needed.
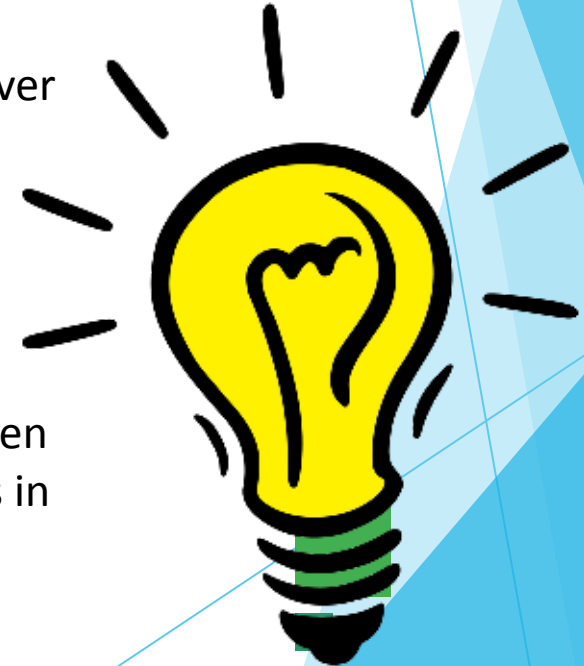
Project overview

❖ A company's excel statement that shows the salaries that given to male and female categories.

❖ Collect data : Gather data ison employee roles, salaries and project allocations.

❖ Use visualization:Use charts and graphs ti display salary and distribution and trends.

WHO ARE THE END USERS?

❖ To evaluate fairness, compliance, and optimize salary structures.

❖ To make informed decisions about compensation strategy.

❖ To ensure transparency and fairness in their pay.

❖ To manage budgets and forecast salary expenditures.

❖ To advocate for fair compensation.

OUR SOLUTION AND ITS VALUE PROPOSITION

- ❖ Fair Compensation: Ensuring equitable pay for all employees.

- ❖ Informed Decision-Making: Providing data-driven insights to HR and management.

- ❖ Employee Satisfaction: Improving transparency and trust in compensation practices.

- ❖ Efficiency: Automating salary analysis, saving time and reducing errors.

- ❖ Would you like to elaborate on the specific solution or value proposition for this case?

Dataset Description

❖ Dataset Description:

❖ Employee ID: Unique identifier for each employee.

❖ Gender: Male, Female, or Other for gender analysis.

❖ Department: Employee's department (e.g., HR, IT).

❖ Years of Experience: Total years of work experience.

❖ Salary: Current salary of the employee.

❖ Performance Rating: Employee's performance score or grade.

THE "WOW" IN OUR SOLUTION

- ❖ The data is collected for Salary, Age, Experience and Gender of employment levels.

- ❖ I analysis the data in which gender is highly income in male and female categories.

- ❖ The get to data in highly income for Female categories.

MODELLING

❖ A modelling approach is a way of using a particular type of model to study a scientific phenomenon.

❖ It can involve combining different methods and techniques and the approach you take may depend on the problem you're trying to solve and the domain you're working.

❖ Here are sine examples of modelling approaches.

❖ Statistical modelling.

❖ Modelling instruction.

❖ Immuno-dynamics modelling.

❖ Integrated modelling method.

❖ IFS True condition formula.

RESULTS

❖ The phenomenon of employee salary of two categories people.

❖ The findings of the study, while the discussion section interprets the result of female. The results section should be objective and unbased, without any analysis or interpretation of the data. The discussion section should not repeat the results, but instead put them in a context and explain why they matter.

❖ Before publishing or creating a poster, you can run the result and discussion section by committee members and your chair to make sure they are congruent with your research purpose, objectives, hypothesis, and methods.

conclusion

❖ The analysis of student performance across the employees salary of female gender is getting high income.

❖ Nowadays of highly work of female.

❖ However, challenges such as workload, research quality, and time management remain critical factors influencing outcomes at each level. Addressing these challenges with targeted support can further enhance academic success across all tiers.