Employee Data Analysis using Excel

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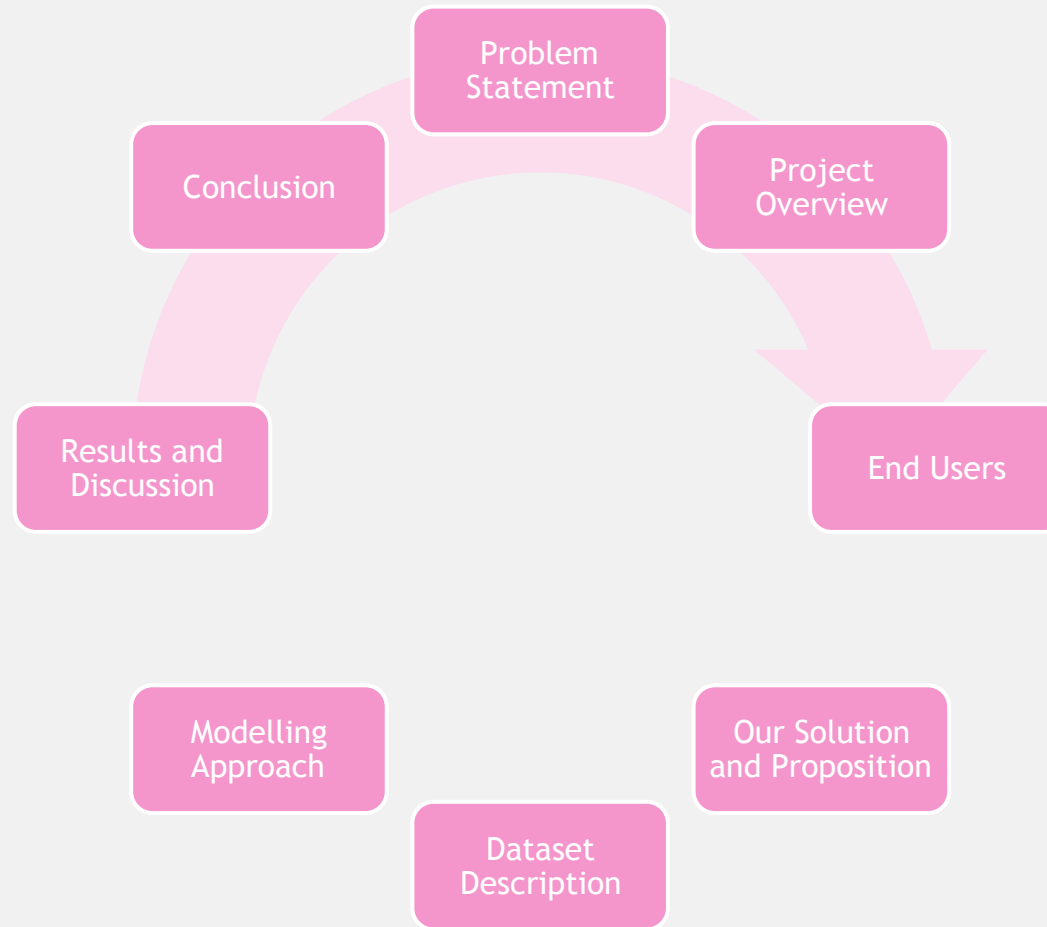SRIPERUMBUDUR-KUNDRATHUR,CHENNAI-69.

PROJECT TITLE

Employee salary Analysis using Excel

AGENDA

Problem Statement

Conclusion

Project Overview

Results and Discussion

End Users

Modelling Approach

Our Solution and Proposition

Dataset Description

PROBLEMSTATEMENT

❖ The organization needs to analyze salary data to identify and address pay disparities, ensure competitive compensation, and evaluate the effectiveness of its salary structure. This analysis aims to provide insights into equity, market alignment, and budget impact to inform strategic HR decisions.

Problem Overview

- Collect data: gather details on employee relos,salaries,and project Allocation

- Break down analysis: calculate total salary costs,analyse salaries by role, department and experience level,and compare with industry benchmarks.

- Use visualization:use charts and graphs to display salary distribution and trends.

- Evaluate key metrics: focus on average salary,median salary, salary range , and salary share of the project budget.

- Provide insights: identify cost savings opportunities,suggest salary adjustment, and recommend budget reallocation.

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: Sales Executive, Research Scientist, Sales Representative, Healthcare Representative, etc. (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.

❖ Married status: Single, Married and Divorced.

❖ Human Resources: Technical, Medical, Marketing, Life science, etc.

❖ Distance From Home: For travelling facility.

THE "WOW" IN OUR SOLUTION

❖ The data is collected for Salary, Age, Experience, Gender, Department, Performance rating, Married status, Human Resource, etc.

❖ I analysis the data in Human resource, Research and Development, and Sales.

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 Research and Development, HR, and Sales department.

❖ The findings of the study, while the discussion section interprets the result of Remote. 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 employees salary from different departments and Performance rating.

❖ 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.

❖ Collecting all the information about the company and its workers.