Employee Data Analysis using Excel

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PROJECT TITLE

SALARY AND COMPENSATION ANALYSIS THROUGH EXCEL DATA

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

PROBLEM STATEMENT

In the excel sheet, the problem engaged is related to salary and compensation of the employees, where the data includes their Name, department, gender, basic salary, overtime pay, longevity and grade of those employee for the analysis

PROJECT OVERVIEW

This is project the salary of the employees are provided, for the analysis approximatly 30 employees are taken into account,while, analysing the data the employees basic salary are arranged from largest value to smallest value and by this method, their overtime pay can be seen clearly, where high paid employees receives no overtime pay and those who receives less salary only take over overtime pay salary

WHO ARE THE END USERS?

End users of salary and compensation analysis typically include:

- **Human Resources (HR) Departments**: HR professionals use this analysis to ensure competitive and equitable pay structures, attract and retain talent, and maintain internal pay equity.
- **Management and Executives**: Senior leaders and managers use this information to make informed decisions about budgeting, employee rewards, and strategic planning.
- **Compensation Consultants**: External consultants may use this data to advise companies on industry standards, regulatory compliance, and best practices.
- **Employees:** Employees may be indirect end users, as they benefit from fair and competitive compensation practices.

- **Recruiters**: They use this information to offer competitive salaries that align with market rates, helping to attract the best candidates
- **Finance Departments**: They need this data for financial planning, budgeting, and ensuring the company can sustain its compensation strategies.
- **Labour Unions**: Unions might use this analysis to negotiate better wages and benefits for their members.
- **Regulatory Authorities**: In some cases, regulators may review salary and compensation analyses to ensure compliance with labour laws and prevent discriminatory practices.

OUR SOLUTION AND ITS VALUE PROPOSITION

Conditional formatting:

With the use of conditional formatting, the values of the basic salary, overtime-pay, longvity, grade are fill with different colors to indicate the above and below average range of the data set.

Table:

in the insert tab, with the table option , the table is created which helps us in sorting the data A to Z or Z to A, which ever we want also there is a option to sort by color.

Formulas:

By using the formulas , the total sum of the salaries and other data added up
Also using the average formula the average of the data is calculated

Graph:

The graph is used to describe the basic salary and overtime pay, which helps us to understand the format of the data.
Also ,pie chart and line chart is used to describe the latter separately.

Dataset Description

This dataset is about salary and compensation dataset analysis:

It is download in kaggle website. The features considered in this data set are:

The data with alpha series, where the department, division and others are mentioned with the help of Alphabets.

- Name of the employee
- Department
- Division
- Gender

The data with numeric series, where the values are mentioned with the help of numbers.

- Basic salary
- Overtime-pay
- Longvity
- Grade

THE "WOW" IN OUR SOLUTION

- The wow factor in this dataset analysis is that the formulas is used, then the use of conditional formatting to fill the data with colors and unique rule is also given, moreover the indicating factor as symbols are used.

MODELLING

1.Data collection:

the data set is collected via kaggle website

2.feature:

the feature related to the salary and compensation taken into consideration for this analysis.

3.Data cleaning:

The unwanted data is cleared hereby by using sort and filter options

4.Salary level:

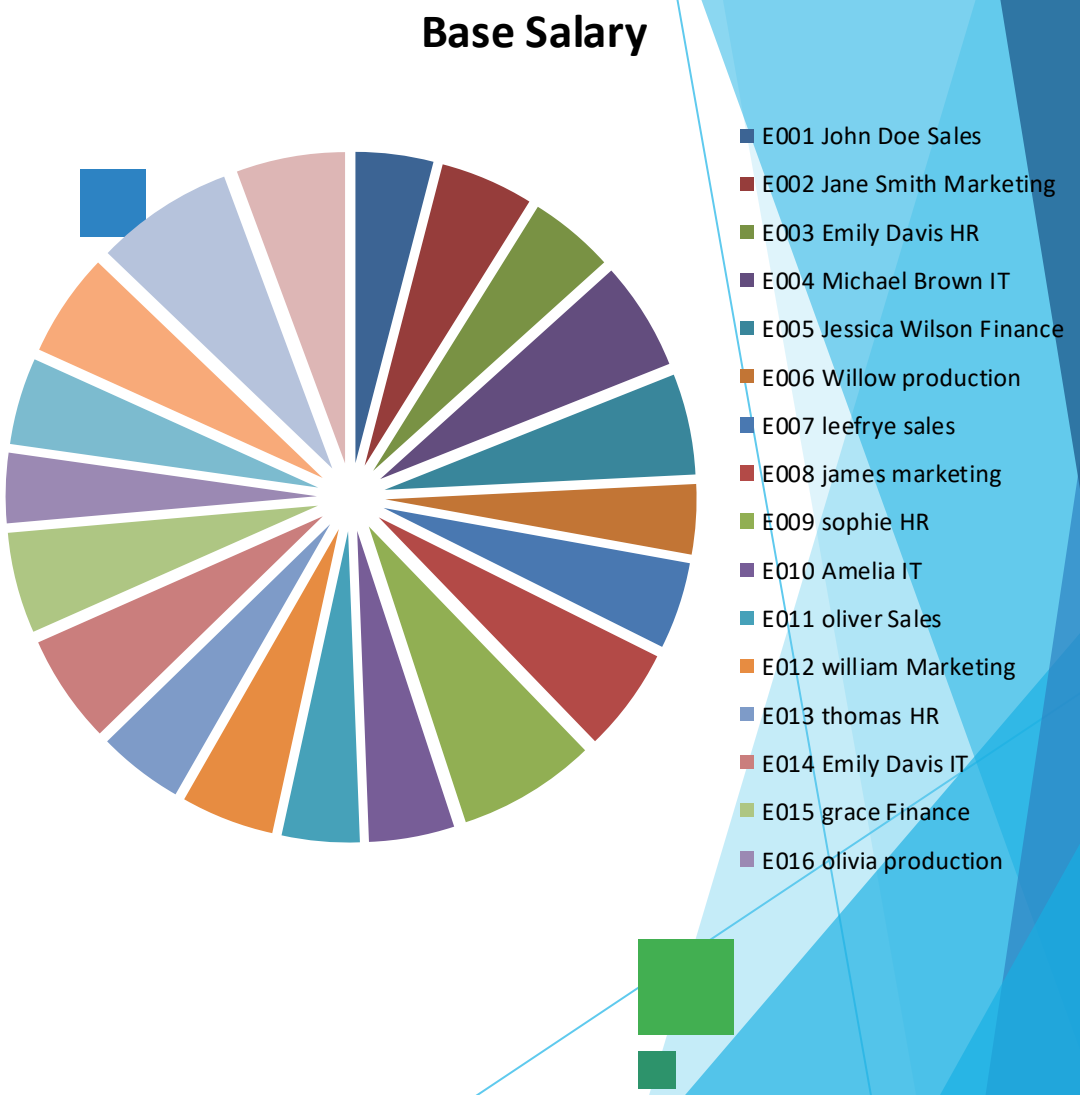
the salary of the employee are identified and also compared with other factors

5.grade:

After checking out the salaries , the grading is done and with sort and filter the grade is sorted from highest to lowest.

RESULTS

By seeing this chart, the basic salary and the overtime pay of the employee is visulaised,thus providing effective way to conclude the analysis .



conclusion

By comparing the salary of the employees the pay grade is more less same, but the person with high salary is not doing over time and hence no overtime pay, the longevity also exists. The basic salary may vary but still the salary grade is same.

Thanks you

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