

SALARY and COMPENSATION analysis through excel data modeling



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PROBLEM STATEMENT

Identifying Performance



Gaps: Organizations struggle to identify key performance indicators, leading to poor decision-making and productivity losses. Need for Effective

Analysis: Without structured analysis, it's challenging to assess employee contributions and address underperformance issues accurately.



PROJECT OVERVIEW

Objective of the Analysis: This project aims to analyze employee performance using Excel, providing actionable insights into productivity, efficiency, and overall contribution. Scope of the Project: The analysis includes performance metrics such as sales targets, deadlines met, and feedback scores, tailored for managerial decision-making.

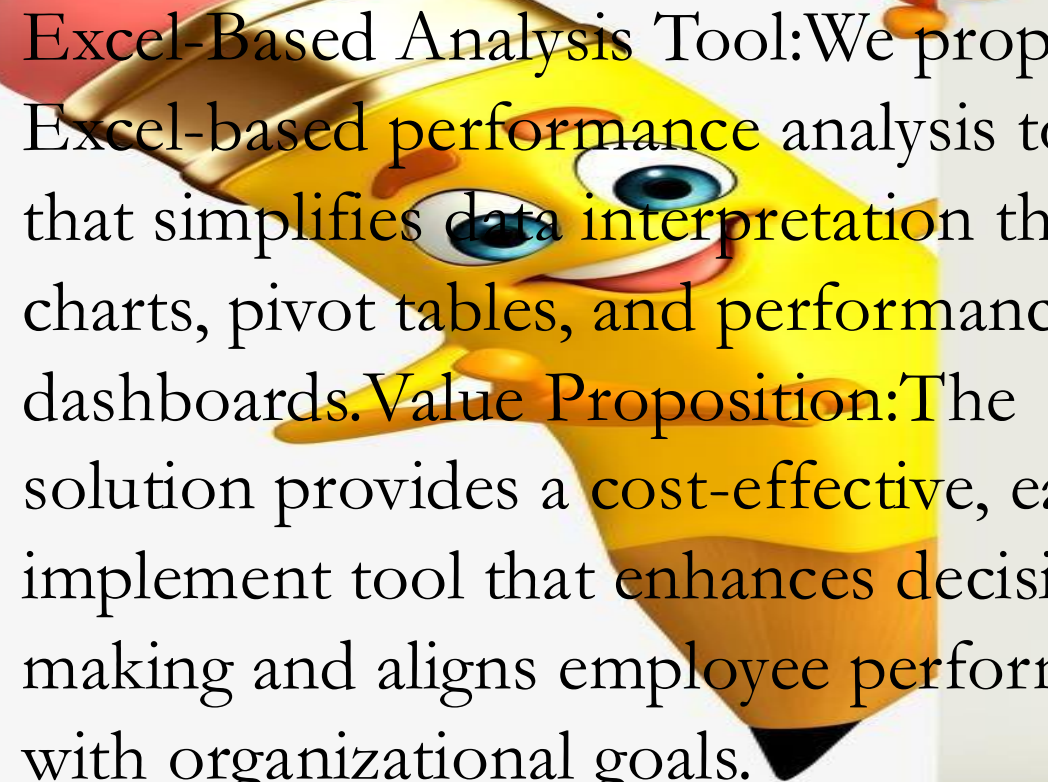


END USERS

Target Audience: The primary users of this analysis are HR managers, team leaders, and senior management responsible for performance evaluations. User Requirements: End users require a user-friendly, Excel-based model that can easily interpret performance data and generate visual reports.



OUR SOLUTION AND ITS VALUE PROPOSITION



Excel-Based Analysis Tool: We propose an Excel-based performance analysis tool that simplifies data interpretation through charts, pivot tables, and performance dashboards. Value Proposition: The solution provides a cost-effective, easy-to-implement tool that enhances decision-making and aligns employee performance with organizational goals.

Dataset Description

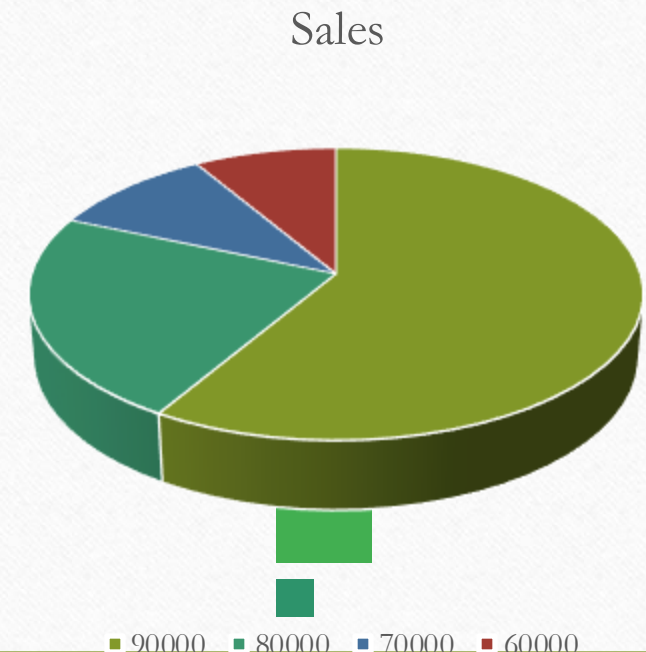
Data Sources : The dataset includes employee details, performance metrics, attendance records, and feedback scores, collected from internal company systems. Data Fields and Structure: Key fields include employee ID, performance scores, KPIs, and timestamps, structured to allow seamless analysis using Excel functions.

MODELLING Approach

Analytical Techniques: We use Excel functions like VLOOKUP, pivot tables, and conditional formatting to organize and analyze performance data. Visualization Methods: Data is visualized through charts and graphs, including bar charts, pie charts, and scatter plots, providing a clear performance overview.

RESULTS

Findings: The analysis identifies top performers, highlights areas needing improvement, and correlates performance with specific metrics like attendance. Insights for Improvement: Results suggest targeted training, realignment of goals, and better resource allocation to improve overall employee performance.



conclusion

Summary of Benefits: Our Excel-based approach provides a clear, data-driven insight into employee performance, aiding in better management decisions. Future Enhancements: Future improvements include integrating more advanced analytics tools, automating data input, and expanding the model to include predictive performance analysis.

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