

Project 10 : Compensation Analytics (v 1

Objective:

Analyze synthetic HR Compensation dataset to extract key insights: pay distribution, gender pay and bonus allocation.

Business Context:

Compensation & Benefits (C&B) analytics helps HR leaders answer:

- Are we paying fairly across levels, genders, departments?
- How are bonuses distributed?
- Where are the gaps or outliers that need intervention?

This notebook covers:

- 1 . Load & explore dataset
- 2 . Core metrics (Avg/Median CTC)
- 3 . Bonus % analysis
- 4 . Gender pay gap
- 5 . Visuals (CTC by level, gender gap, bonus distribution)
- 6 . Export artifacts