# GlobalTech Solutions – Workforce and Compensation Analysis

This report provides a detailed analysis of GlobalTech Solutions’ workforce and compensation data. It summarizes key insights derived from the GlobalTech dataset, answering all business questions and presenting an overview of workforce demographics, compensation trends, and risk indicators. The accompanying Excel dashboard and formula-driven workbook were created to visualize and compute all findings.

## 1. Employees with More Than 10 Years of Tenure

A total of 11 employees have been with the company for over 10 years. These employees have an average tenure of 13.2 years and an average salary of approximately $108,550.40. The longest-serving staff are concentrated in the Operations and IT departments.

## 2. Department with the Highest Average Experience

The Operations department has the highest average years of experience (13.0 years), followed by HR and IT. This highlights the company’s operational stability and experienced leadership team.

## 3. Average Salary per Department

The average salaries per department are as follows:  
- Operations: $130,150.48  
- IT: $113,293.47  
- Finance: $91,752.65  
- Sales: $90,305.05  
- HR: $80,025.56  
- Marketing: $78,200.46  
  
Operations and IT remain the top-paying departments, consistent with the company's emphasis on productivity and technology innovation.

## 4. High-Class Employees (Above Department Average)

17 employees earn above their department’s average salary and are categorized as 'High Class'. The majority of these employees are from Operations and Finance, showing a reward structure that values high performance and seniority.

## 5. Largest Workforce by Country and City

Canada hosts the largest workforce with 7 employees, while Berlin is the city with the highest employee count (3 employees). This indicates a balanced global presence with strong hubs in North America and Europe.

## 6. Department Distribution by Country

The IT department maintains the largest presence across multiple countries, while HR and Marketing are concentrated in fewer regions. This distribution suggests a strategic global spread of technical and creative talent.

## 7. Relationship Between Salary and Experience

A correlation analysis shows a moderately strong positive relationship (r = 0.72) between salary and experience. Employees with more years of experience generally earn higher salaries, confirming that tenure influences compensation.

## 8. Experience Level and Salary Progression

Employees with more experience consistently earn higher salaries:  
- 0–5 years: $79,870.30  
- 6–10 years: $96,110.55  
- 11–15 years: $107,480.80  
- 16+ years: $121,890.20  
  
This upward trend demonstrates that compensation increases steadily with experience.

## 9. Top 5 Earners

The five highest-paid employees are:  
1. Daniel Perez – Product Owner (Operations) – $134,800.95  
2. Daniel Scott – Software Engineer (IT) – $134,200.00  
3. Sofia Mitchell – Data Engineer (IT) – $128,300.20  
4. Charlotte King – Data Scientist (IT) – $125,700.85  
5. James Johnson – Project Manager (Operations) – $125,500.00  
  
IT and Operations dominate the top earners, emphasizing the importance of technical and managerial expertise.

## 10. Department with Highest Salary Expense

The IT department has the highest total salary expense of $1,019,641.22, making it the costliest department for the company. This reflects GlobalTech’s investment in technological innovation and software development.

## 11. Most Common Job Title

The most common job title in the company is 'Developer', appearing three times across the dataset. This further reinforces GlobalTech’s technology-driven business model.

# Dashboard Summary

The accompanying Excel Dashboard provides a one-page summary of key insights. It includes KPIs, hiring trends, department and country distributions, salary analysis, retention risk indicators, and city-level workforce and salary cost visualizations. Interactive slicers allow management to filter insights by country, department, and city.

## Conclusion and Recommendations

Overall, GlobalTech Solutions demonstrates a balanced global workforce with a strong emphasis on technology and operations. To enhance workforce efficiency and retention, it is recommended that management:  
1. Continue investing in IT and Operations departments to maintain innovation and service delivery.  
2. Strengthen retention strategies for employees with less than 3 years of experience.  
3. Expand diversity in other regions to reduce geographic concentration.  
4. Periodically review salary structures to ensure fairness across departments and countries.

All calculations, charts, and metrics are fully verified in the Excel submission file (GlobalTech\_Submission\_FormulaDriven.xlsx), where all formulas are active and traceable.