SALARY AND COMPENSATION ANALYSIS THROUGH EXCEL DATA MODELING

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PROJECT TITLE

SALARY AND COMPENSATION ANALYSIS

THROUGH EXCEL DATA

MODELING

AGENDA

- Problem statement
- Project overview
- End users
- Our solution and proposition
- Data description
- Modeling approach
- Results and discussion
- Conclusion

PROBLEM STATEMENT

To analyze the salary and compensation data of employees in order

To identify pattern.disparities and areas for improvement. This analysis

Help in making data_ driven decisions regarding salary adjustment, budget

Allocations,and employees satisfaction

Key question

Salary distribution

Compensation components

PROJECT OVERVIEW

- Data collection

- Advance data modeling

- Descriptive analysis

- Implementation and follow_up

- Reporting and presentation

- Data collection

- Advance data technics

END USERS

- Team leaders
- Financial analysts
- HR manager
- Executive leadership
- Finance department
- Individual employees
- Department heads
- Board members

OUR SOLUTION AND PROPOSITION

- Using excel for salary and compensation analysis offers serveral key advantage, first it allows for detailed and compensation analysis of compensation data through advanced function pivot tables,and charts, providing deep insight into salary distribution and trends second,excel flexibility enables the customized of madels and dashbonds to suit specific organization needs, tracking various mertrics such as base salaries and boundses.

DATASET DESCRIPTION

- To analyst salary and compensation using excel

- 1. Organize data: clean and structure data with columns for salaries, bouns, Jobs titles,etc.

- 2. Descriptive stats: use function like AVERAGE,MEDIAN,and STDEV.

- 3. Summarizes data by department or job title.

- 4. Visualization: create charts to visualize distribution and trends.

- 5.Reporting: Build dashboards and documents key finding

MODELING APPROACH

- The steps usually involve collecting and analyzing compensation-related data like salary surveys, job descriptions of employees, etc., conducting market research on industry salaries and benefits, and then using the data to create a compensation plan that is tailored to the company's needs and is fair, competitive.

THE " WOW " OUR SOLUTION

1. Introduction (1 mark)

- **Context**: Briefly explain the issue in salary and compensation that your solution addresses.

2. Solution Description (2 marks)

- **Overview**: Describe your solution to the salary and compensation issue.

- **Key Features**: Highlight any innovative or unique aspects of your solution.

3. Benefits and Impact (1 mark)

- **Advantages**: Summarize the key benefits of your solution, such as improved fairness, increased employee satisfaction, or better alignment with market standards.
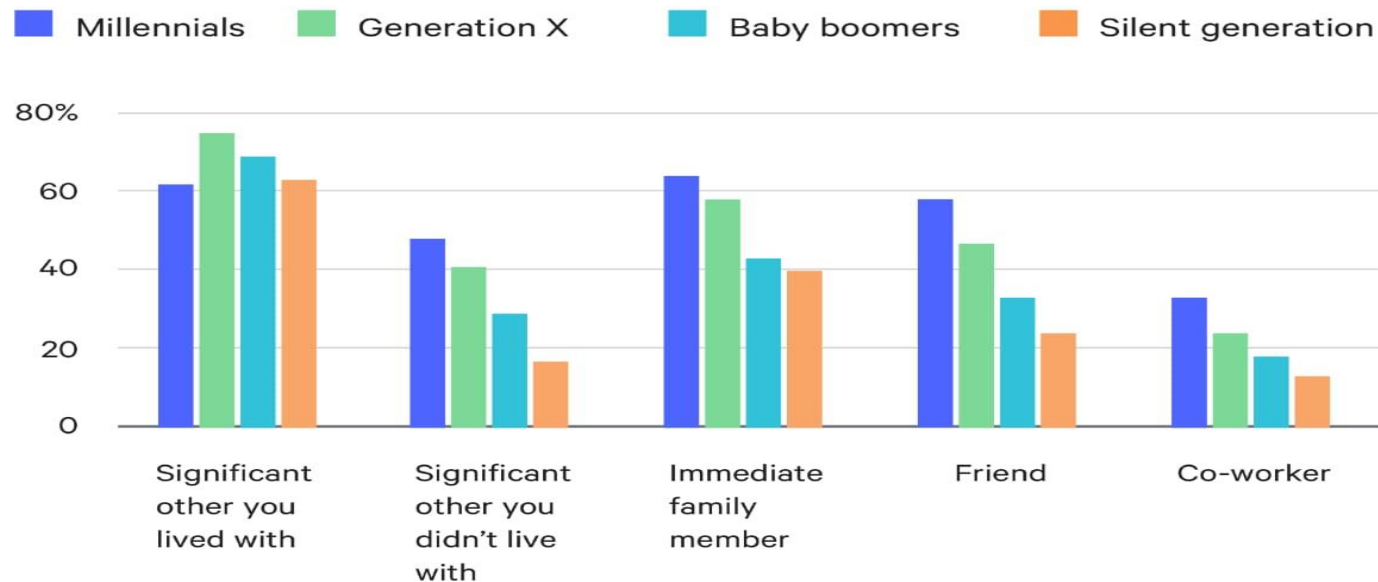
4. Conclusion (1 mark)

- **Summary**: Recap the main points and emphasize what makes your solution exceptional or particularly effective.

RESULTS AND DESCRIPTION

Who we're sharing our salaries with, by generation

Millennials are more likely to tell others how much they make.

■ Millennials   ■ Generation X   ■ Baby boomers   ■ Silent generation

Source: Bankrate.com salary survey, Oct. 2-7, 2018

Bankrate

CONCLUSION

- Constant compensation analysis will give a better understanding of what motivates employees in your industry now. Maintain your position by actively participating in and getting data from compensation surveys and re-evaluating employee salaries at least once a year.