

# Employee Data Analysis using Excel



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# PROJECT TITLE

**Salary & compensation Analysis through Excel Data  
Modelling**

# 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

## 1. Define Your Objective

Clearly state what you aim to analyze. For instance:

- Comparing salaries across different departments or job roles.
- Assessing the impact of experience on compensation.
- Identifying trends or disparities in compensation based on location or education.

## 2. Collect and Prepare Data

Ensure you have all necessary data, which might include:

- Employee ID
- Job Title
- Department
- Salary
- Bonus or Incentives
- Location
- Years of Experience
- Education Level



# PROJECT OVERVIEW

Project Phases: Data Preparation: Data Collection: Collect raw salary and compensation data from HR systems. Data Cleaning: Clean and format the data to ensure accuracy and consistency. Data Integration: Merge data from different sources if necessary.



# WHO ARE THE END USERS?

Human Resources (HR)

Professionals

Compensation Analysts:

Finance Managers:



# OUR SOLUTION AND ITS VALUE PROPOSITION




Enhanced Accuracy: By using Excel data modeling, your solution ensures precise calculations and minimizes errors in salary and compensation analysis, leading to more reliable and accurate financial data. Data Visualization: Excel provides various tools for creating charts, graphs, and pivot tables, which help in visualizing complex compensation data, making it easier for stakeholders to understand trends and insights.

# Dataset Description

1. Collect Data: Gather information on salaries, bonuses, and other compensation details.
2. Clean Data: Remove duplicates and handle missing values.
3. Organize Data: Structure data in columns (e.g., Employee ID, Base Salary).
4. Analyze: Use pivot tables and charts to explore patterns. Compute basic statistics and trends.
5. Advanced Analysis: Apply regression for deeper insights and forecasting.
6. Report: Summarize findings with visual aids and dashboards in Excel.



# THE "WOW" IN OUR SOLUTION

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- 1.Data Input: Collect and clean salary data.
  - 2.Organization:Use tables and data validation.
  - 3.Automation: Implement macros or VBA for efficiency.
  - 4.Reporting:Create interactive reports and dashboards.
  - 5.Formulas: Apply functions like SUM,IF,VLOOKUP.



# MODELLING

Define Goals : Identify analysis objectives.

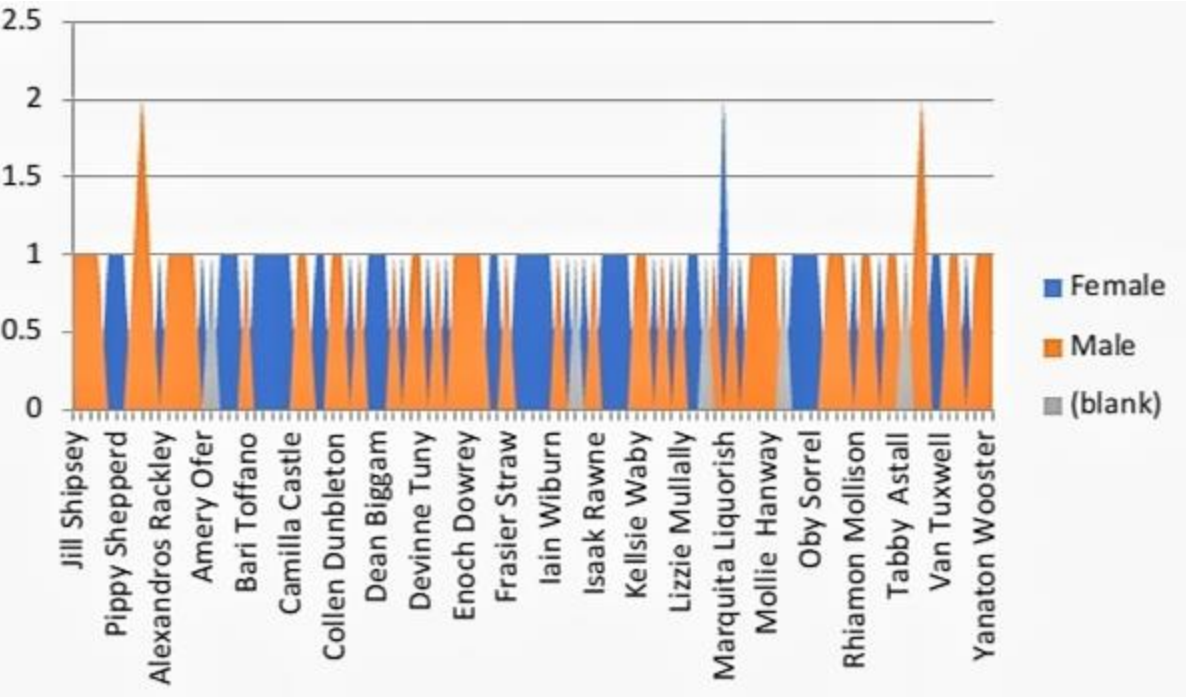
Prepare Data: Structure data with necessary fields.

Create Model: Use Excel Tables and relationships.

Design Calculations: Apply relevant formulas .

Pivot Tables: Summarise and and analyze data.

# RESULTS



# conclusion

Excel data modeling for salary and compensation analysis enables efficient management and insightful evaluation of salary data. By leveraging structured data, advanced formulas, and visualization tools, you can:

Overall, Excel provides a robust platform for detailed salary analysis, helping organizations optimize their compensation strategies effectively.