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Data Analytics // June - December 2020 // Ironhack

Compensate efficiently and fairly

Disclosure: Confidential data and parameters :(

What?

A data driven platform that supports making salary improvement decisions to recognise correctly employees.

Why?

1. To do the right thing.
2. To retain your talent pool - solve a recurrent and tedious pain point.
3. To start a culture of data driven decisions in the talent area.

How?

The Workflow:

Inputs:

1. Structured salary bands
2. Employees descriptive data
(gender, tenure, location, salary, level, guild...)
3. Performance & recognition criteria
4. Employees performance data



Outputs:

1. Insights about our talent pool
2. Data set with suggested new salaries.
3. Beautiful and interactive visualizations <3

To continue:

- SQL - Looker
- More sophisticated statistical analysis and viz
- ONA

The deliverables:

Notebook 1: Salary bands.

Notebook 2: Current compensation of employees - seniority and performance (at individual & group levels)

Notebook 3: A flexible prototype with compensation insights that is ready to be discussed, validated and approved.

The value proposition:

- Answers in real time talent related key questions.
- Forces a correlation between performance and compensation.
- Shortens time and effort to make decisions.
- Questions bias.
- Is scalable.
- Reasoning is explainable to everyone - transparency.

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Thanks! <3

En especial a mis compañeres de clase, Alberto, *Salva*, Javi, Paulis, mi chico, mi familia...