Employee Data Analysis using Excel

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PROJECT TITLE

COMPANY EMPLOYEE DATASET

AGENDA

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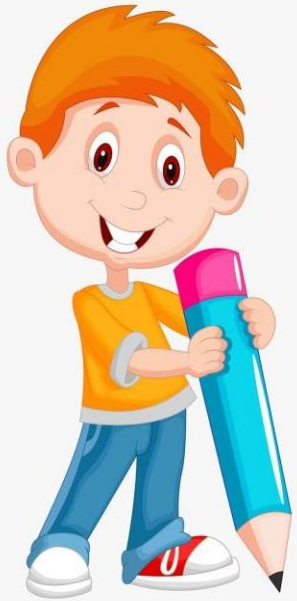

PROBLEM STATEMENT

The data presents the number of employees and the total salary for three companies: Cheerper, Glasses, and Pear. Although the total salaries are listed alongside the number of employees, there is an apparent disparity in salary distributions among these companies. Cheerper and Glasses have significantly higher total salaries compared to Pear, despite Pear having a lower employee count. This raises questions about the relative salary scales and compensation practices within these companies, and it may indicate potential issues or differences in salary structures that need to be addressed or further analyzed.

PROJECT OVERVIEW

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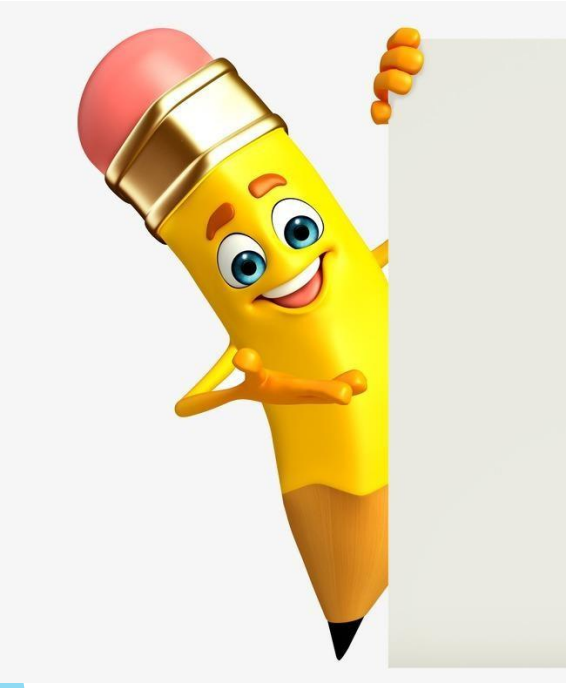
This project aims to analyze salary distribution across three companies: Cheerper, Glasses, and Pear. The data reveals that while Cheerper and Glasses employ more people and have higher total salaries, Pear has a much smaller total salary despite having fewer employees. The objective is to assess the salary structures within these companies, identify any disparities, and provide insights into how compensation correlates with company size and employee count. This analysis will help in understanding compensation practices and potentially guiding adjustments to achieve more equitable salary distribution.

WHO ARE THE END USERS?

The end users of this analysis are likely to include:

1. **HR Managers and Compensation Analysts**: They will use the insights to evaluate and adjust salary structures, ensuring competitive and fair compensation practices across the companies.
2. **Company Executives and Decision Makers**: They will benefit from understanding salary distribution trends to make strategic decisions regarding budgeting, hiring, and employee retention.
3. **Financial Analysts and Advisors**: They may use the data to assess overall payroll expenses and their impact on the company's financial health.
4. **Employees and Job Candidates**: They could be interested in understanding how their compensation compares to industry standards and peers within the company.

OUR SOLUTION AND ITS VALUE PROPOSITION



Our solution involves a detailed analysis of salary distribution across the three companies—Cheerper, Glasses, and Pear. By comparing total salaries and employee counts, we provide insights into compensation disparities and potential salary imbalances. This analysis will help HR departments and executives identify areas where salary adjustments may be needed to ensure equity and competitiveness. The value proposition lies in fostering fair compensation practices, improving employee satisfaction and retention, and optimizing budget allocation for better financial management and strategic decision-making.

Dataset Description

The dataset provides information on three companies—Cheerper, Glasses, and Pear—detailing the number of employees and their total salary expenditures. Cheerper employs 13 individuals with a total salary of approximately $1.05 million, Glasses has 12 employees with a total salary of about $1.18 million, and Pear employs 4 individuals with a total salary of approximately $280,000. The grand total across all companies shows 29 employees and a combined salary expenditure of roughly $2.51 million. This data highlights differences in both employee count and salary distribution among the companies.

MODELLING

- STEP 1 : USED KAGGLE TO DOWNLOAD EMPLOYEE DATASET FOR THE DATA ANALYTICS AND USED EXCEL TO ARRANGE THE DATA OF EMPLOYEE DATASET
- STEP 2 : THE DATA ARE ARRANGED IN A TABULAR FORMAT WITH A CLEAR HEADERS FOR EACH COLUMN USED TABLES TO CONVERT DATA RANGES INTO EXCEL TABLES (INSERT>TABLE) FOR BETTER MANAGEMENT AND ANALYSIS
- STEP 3 : CREATED PIVOT TABLES TO SUMMARIZE AND ANALYZE THE DATA ,DRAG AND DROP FIELDS TO ROWS,COLUMNS TO SUMMARIZE AND IDENTIFY PATTERNS
- STEP 4 : CREATED CHARTS,VISUALISED DATA USING CHARTS FOR BETTER MANAGEMENT AND FOR EASILY UNDERSTAND
- STEP 5 : FINALLY USED NAAN MUDHALVAN PORTAL TO DOWNLOAD THIS PROJECT POWERPOINT PRESENTATION

RESULTS

The results provide a summary of employee counts and total salaries for three companies: Cheerper, Glasses, and Pear. Cheerper employs 13 individuals with a total salary of approximately $1.05 million, while Glasses has 12 employees and a total salary of about $1.18 million. Pear, with only 4 employees, has a significantly lower total salary of around $280,000. The grand total across all companies shows 29 employees with a combined salary expenditure of approximately $2.51 million. This data highlights variations in both employee numbers and salary distributions among the companies.

COMPANY	COUNTA OF CO	SUM OF SALARY
CHEEPER	13	1052071.485
GLASSES	12	1181273.38
PEAR	4	280161.4317
GRAND TOTAL	29	2513506.297

conclusion

- Cheerper has the highest number of employees (13) but the lowest total salary among the three companies.
- Glasses has the highest total salary ($1,181,273.38) but only 12 employees.
- Pear has the fewest employees (4) and the lowest total salary ($280,161.43).
- The average salary per employee can be calculated by dividing the total salary by the number of employees. Based on this, Glasses has the highest average salary per employee, followed by Pear, and then Cheerper.
- Glasses may have a more experienced or skilled workforce, leading to higher salaries.
- Cheerper may have a larger entry-level workforce or lower-paying positions.
- Pear may be a smaller company or have a more specialized workforce, leading to lower overall salaries.