Employee Data Analysis using Excel

STUDENT NAME: SWETHA.D
REGISTER NO: BE27A5FCD32FDAEA2E44317C85BED20C,312208795
DEPARTMENT:B.COM[GENERAL]
COLLEGE:MEENAKSHI COLLEGE FOR WOMEN

PROJECT TITLE

Department-Wise Salary Analysis Based on Employee Type

AGENDA

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4.Our Solution and Proposition
5.Dataset Description
6.Modelling Approach
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Problem statment

Identify Salary Discrepancies: Determine whether there are significant salary differences
between departments and employee types, and if these discrepancies impact fairness and equity.

Evaluate Departmental Pay Structures: Assess if the salary distribution across departments reflects
expected compensation levels for different roles and responsibilities.

Analyze Employee Type Impact: Examine how different employee types (e.g., full-time vs. part-time) influence salary levels within each department.

PROJECT OVERVIEW

This project analyzes salary data across different departments and employee types to uncover any disparities and trends in compensation. By utilizing a pivot table, the analysis examines average salaries and variations between departments and employee types. Key findings reveal differences in salary distribution, which could impact fairness and equity. The goal is to provide insights for making informed decisions on salary adjustments and budget allocations. Recommendations will be made to address any identified issues and improve compensation practices.

WHO ARE THE END USERS?

HR Managers: They will use the insights to assess and adjust salary structures to ensure fair compensation practices across departments and employee types.

Finance and Budget Analysts: They will utilize the findings to make informed decisions on budget allocations and financial planning based on salary distribution.

Senior Management: They will review the results to understand salary trends and make strategic decisions regarding compensation policies and organizational structure.

Department Heads: They will benefit from understanding salary variations within their departments and address any compensation-related concerns.

OUR SOLUTION AND ITS VALUE PROPOSITION

Our solution provides a detailed analysis of salary distribution across departments and employee types using pivot table insights. This approach highlights disparities and trends in compensation, allowing for targeted adjustments to ensure fairness and equity. The value proposition lies in offering actionable insights for better-informed salary and budget decisions, ultimately leading to improved compensation practices and enhanced employee satisfaction.

Dataset Description

The dataset includes comprehensive salary information for employees across various departments and employee types within the organization. It features fields such as employee ID, department name, employee type (e.g., full-time, part-time, contract), and salary amount. This data enables detailed analysis of salary distribution patterns, average salaries by department, and variations between different employee types, providing a basis for evaluating compensation practices and making informed decisions.

THE "WOW" IN OUR SOLUTION

The "wow" in our solution lies in its ability to reveal hidden salary disparities and trends with precision, enabling tailored adjustments that promote fairness and equity across the organization. By leveraging detailed pivot table analysis, our solution delivers actionable insights that drive more informed and strategic decision-making in compensation management, ultimately enhancing employee satisfaction and aligning salary practices with organizational goals.

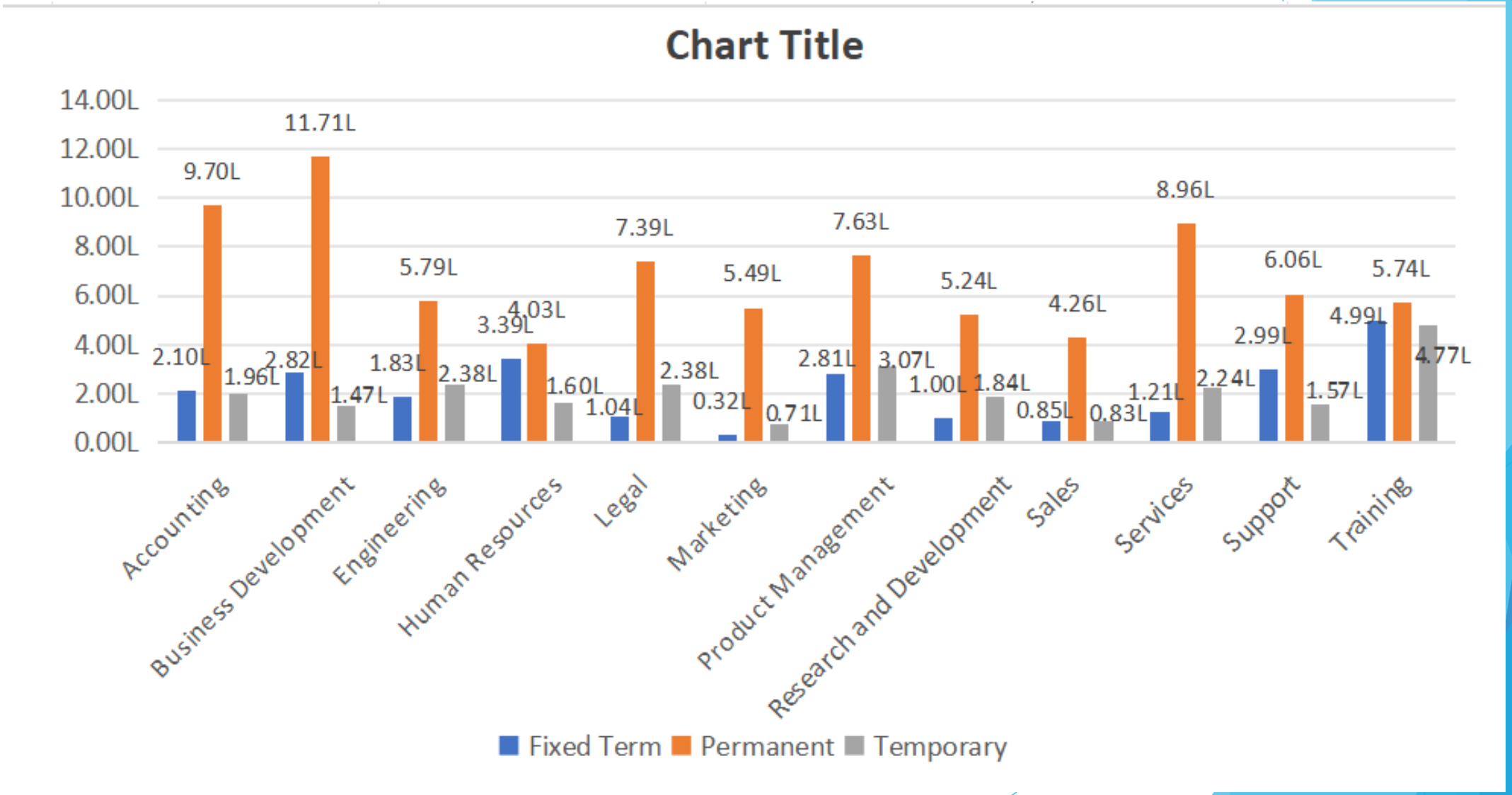
MODELLING

In our modeling approach, we utilized pivot tables to structure and analyze salary data by department and employee type. This method allowed us to efficiently summarize and compare salary distributions, identify patterns, and highlight disparities. The modeling process involved calculating average salaries, assessing variations, and visualizing data to uncover insights into compensation practices. This structured analysis provides a clear basis for evaluating fairness and making informed decisions on salary adjustments.

RESULTS

Sum of Salary	Employee type			
Department	Fixed Term	Permanent	Temporary	Grand Total
Accounting	210026.99	970133.38	195893.41	1376053.78
Business Development	282340.75	1170550.39	146720.76	1599611.9
Engineering	183397.77	578659.92	238334.53	1000392.22
Human Resources	338518.85	403495.28	159716.94	901731.07
Legal	103885.74	739156.17	238172.67	1081214.58
Marketing	31816.57	549282.11	70755.5	651854.18
NULL	51165.37	548965.36		600130.73
Product Management	281368.42	763450.46	307401.35	1352220.23
Research and Development	99683.67	523726.74	184150.5	807560.91
Sales	84598.88	426234.76	83191.95	594025.59
Services	121134.11	895624.29	223630.98	1240389.38
Support	299427.31	605920.33	157212.28	1062559.92
Training	499439.95	573746.17	476941.58	1550127.7
Grand Total	**2586804.38**	**8748945.36**	**2482122.45**	**13817872.19**

Bar Diagram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1.57L
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5.74L
4.77L
Accounting
Business Development
Engineering
Human Resources
Legal
Marketing
Product Management
Research and Development
Sales
Services
Support
Training
Fixed Term
Permanent
Temporary

conclusion

In conclusion, our analysis of salary data across departments and employee types has revealed significant variations and disparities in compensation. The insights gained highlight areas where salary adjustments may be needed to ensure fairness and equity. By addressing these disparities, the organization can enhance its compensation practices, improve employee satisfaction, and align salary structures with its strategic goals. Implementing the recommendations from this analysis will support more effective budget management and foster a more equitable work environment.