



Employee Salary Analysis using Excel

This presentation outlines the steps involved in conducting a comprehensive employee salary analysis using Microsoft Excel. We will explore various techniques and tools within Excel to gain valuable insights into salary trends, disparities, and potential areas for improvement.

by Hari Haran

Data Collection and Preparation

1 Data Sources

Data can be sourced from HR systems, payroll databases, or employee surveys.

2 Data Organization

Organize data in a structured spreadsheet format with appropriate columns for employee information, job titles, and salaries.

3 Data Validation

Verify the accuracy and completeness of the collected data to ensure reliable analysis.



Data Cleaning and Transformation

Data Cleaning

Remove duplicate entries, identify and correct data errors, and address missing values.

Data Transformation

Convert data types, create calculated fields, and format data for analysis and visualization.

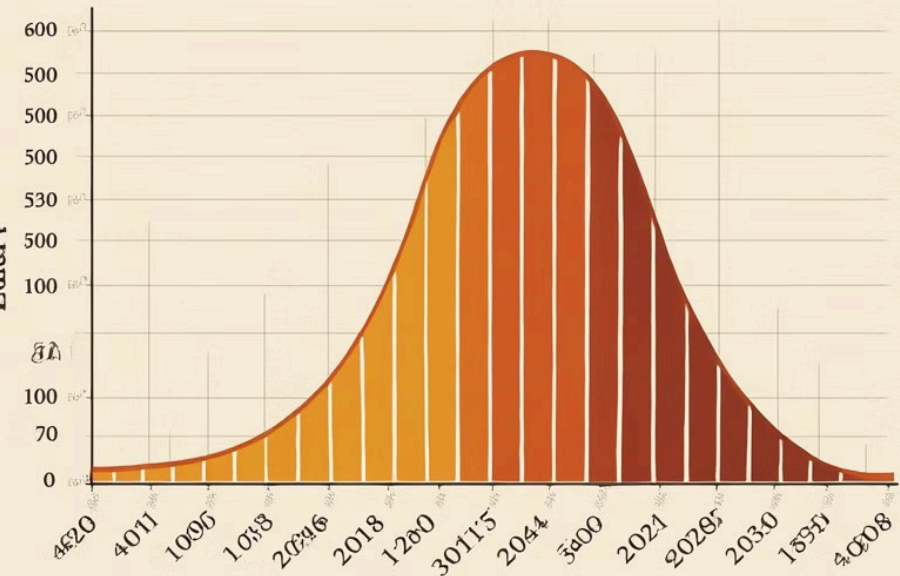
Descriptive Statistics

Measure	Description
Mean	Average salary
Median	Middle value in the salary distribution
Standard Deviation	Spread of salaries around the mean



SALARY RANGE

by Jelrivic



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Frequency

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Beliss Croer Marmah	7	£.800
Most Dinitay, Arcort	3	£.200
Beaf Godtlesneak	4	£.800
Aster G. Contyal Iurcont	5	£.200
Antalnic Cotal Aicout	4	£.200
Salarfite Farorid Jime	4	£.200

Cool Cotal Stats	4	£.108
Detluction Crotal Sales	3	£.137
Oan Duhnet	4	£.809
Niti Sariecs	4	£.808
Gottal Sackies	5	£.108
Gelones Beal FireLityay	5	£.918
BuodKity Backies	8	£.808

Salary Distribution Analysis

1

Frequency Distribution

Create a histogram or frequency table to visualize the distribution of salaries.

2

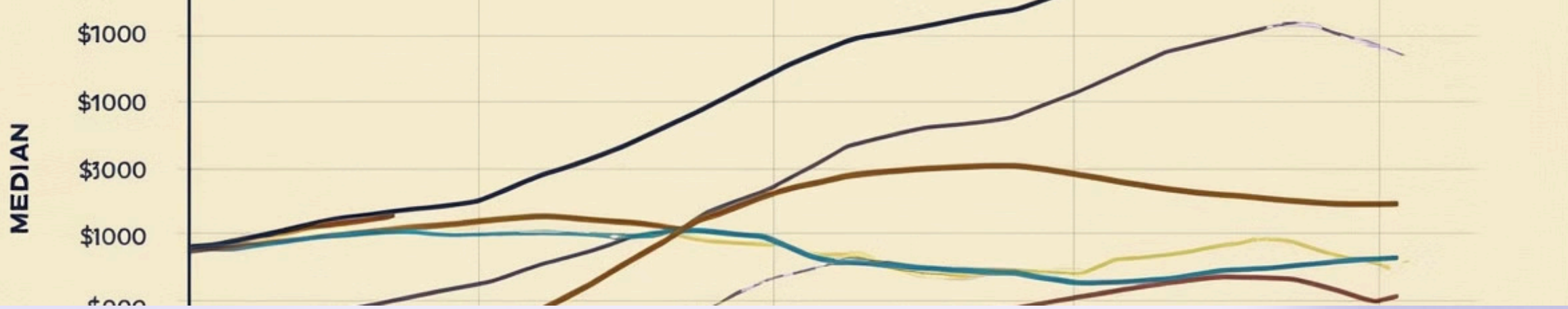
Outlier Detection

Identify any unusual or extreme salary values that may require further investigation.

3

Skewness and Kurtosis

Analyze the shape of the distribution to understand salary concentration and potential disparities.



Identifying Salary Gaps

Gender Gap

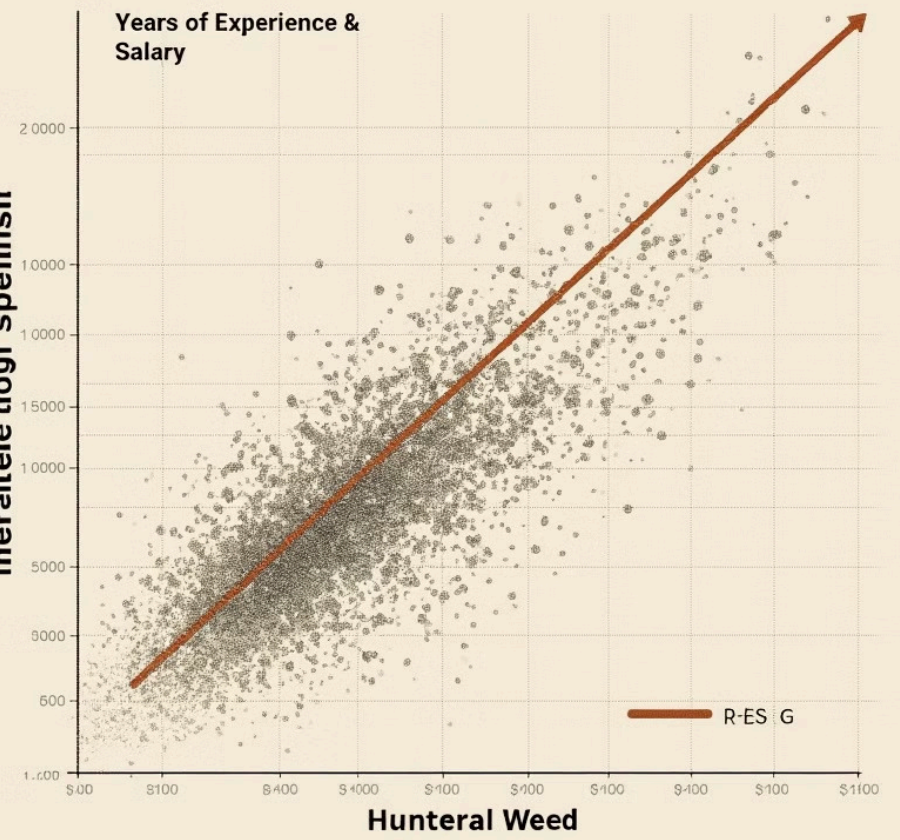
Compare average salaries between genders to identify any potential pay discrepancies.

Race and Ethnicity

Examine salary differences based on race and ethnicity to ensure fairness and equity.

Job Title and Experience

Analyze salary variations based on job title and years of experience to determine if there are any inconsistencies.



Correlation Analysis

1

Correlation Coefficient

Calculate the correlation coefficient to determine the strength and direction of the relationship between salary and other variables.

2

Scatter Plot

Create a scatter plot to visualize the relationship between salary and potential influencing factors.

3

Analysis of Findings

Interpret the correlation results to understand the relationship between variables and their impact on salary.

Regression Analysis



Model Building

Develop a regression model to predict salary based on relevant factors.



Model Evaluation

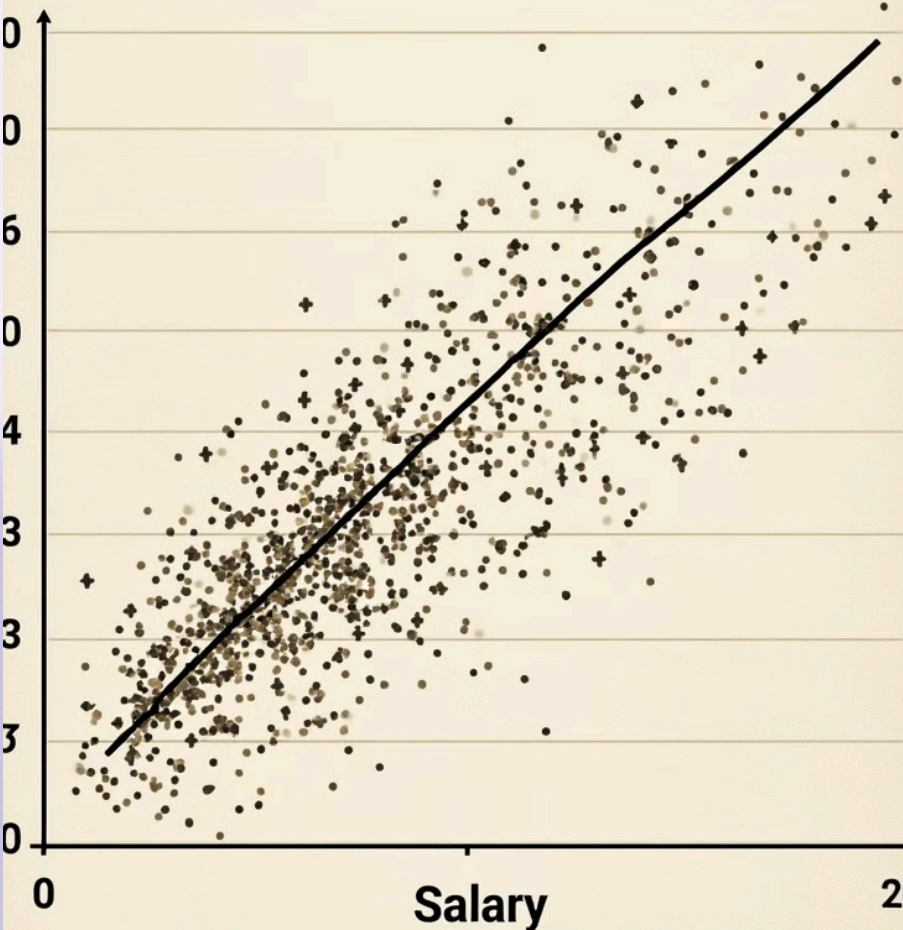
Assess the model's accuracy and reliability using statistical measures.



Salary Predictions

Use the regression model to predict salaries based on various factors and scenarios.

Resusale Lill
Experience
Sengnts'S
Years of
Experience
Salary



Recommendations and Conclusion

1 Identify Areas for Improvement

Based on the analysis, identify areas where salary policies or practices can be adjusted.

2 Develop Action Plans

Create a plan to address any salary disparities or inequities identified in the analysis.

3 Monitor and Evaluate

Continuously monitor salary trends and evaluate the effectiveness of implemented recommendations.

