Employee Data Analysis using Excel

STUDENT NAME: HEPHZIBAH BEULAH C
REGISTER NO: 312211534
NM ID : EC23A15AFEEF98389AC420DDFCD86935
DEPARTMENT: Bachelor Of Commerce
COLLEGE: THIRUTHANGAL NADAR COLLEGE

PROJECT TITLE

Employee Salary And Compensation Analysis using Excel

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

The organization aims to analyze employee salaries and compensation to identify potential disparities , ensure market competitiveness and promote fairness across all roles and demographics. This analysis will guide adjustments to enhance equity , retention and alignment with industry standards.

PROJECT OVERVIEW

•.It identify trends , disparities , and alignment with industry standards .
•The key objectives includes ensuring equitable pay practices , evaluating the impact of compensation on employee retention , and providing actionable insights for future compensation strategies.
•The analysis will guide decision making to enhance overall employee satisfaction and organization effectiveness.

WHO ARE THE END USERS?

- EMPLOYEES
- MANAGER
- COMPANY
- HR
- EMPLOYERS

OUR SOLUTION AND ITS VALUE PROPOSITION

CONDITIONAL FORMATTING- MISSING
FILTER-REMOVE VALUES
FORMULA- SALARY
PIVOT-SUMMARY
GRAPH-DATA VISUALIZATION

Dataset Description

EMPLOYEE==-EDUNET-DASHBOARD
26-FEATURES
9-FEATURES
EMP ID – IN NUMBER
NAME-TEXT
SALARY-IN NUMBER
GENDER – MALE,FEMALE
TOTAL SALARY – IN NUMBER

THE "WOW" IN OUR SOLUTION

- TOTAL SALARY ANALYSIS = SUM(SALARY,NUMBER(SALARY*3%))

MODELLIN

- GDATA COLLECTION:

1. IDENTIFY Data source:

Gather data from HR system , payroll records and employees database.

2.COLLECT RELEVANT VARIABLES:

Include employees demographics , job details and salary information.

- # FEATURE COLLECTION:

1.Select key features:

Identify factors like education level , years of experience, performance rating and job role influence salary.

2.Create derived features:

calculate features such as salary rate and compensation as percentage of revenue.

• DATA CLEANING

1. HANDLE MISSING VALUES:

Impute remove missing data points , especially
In salary or compensation records

2. NORMALIZE DATA:

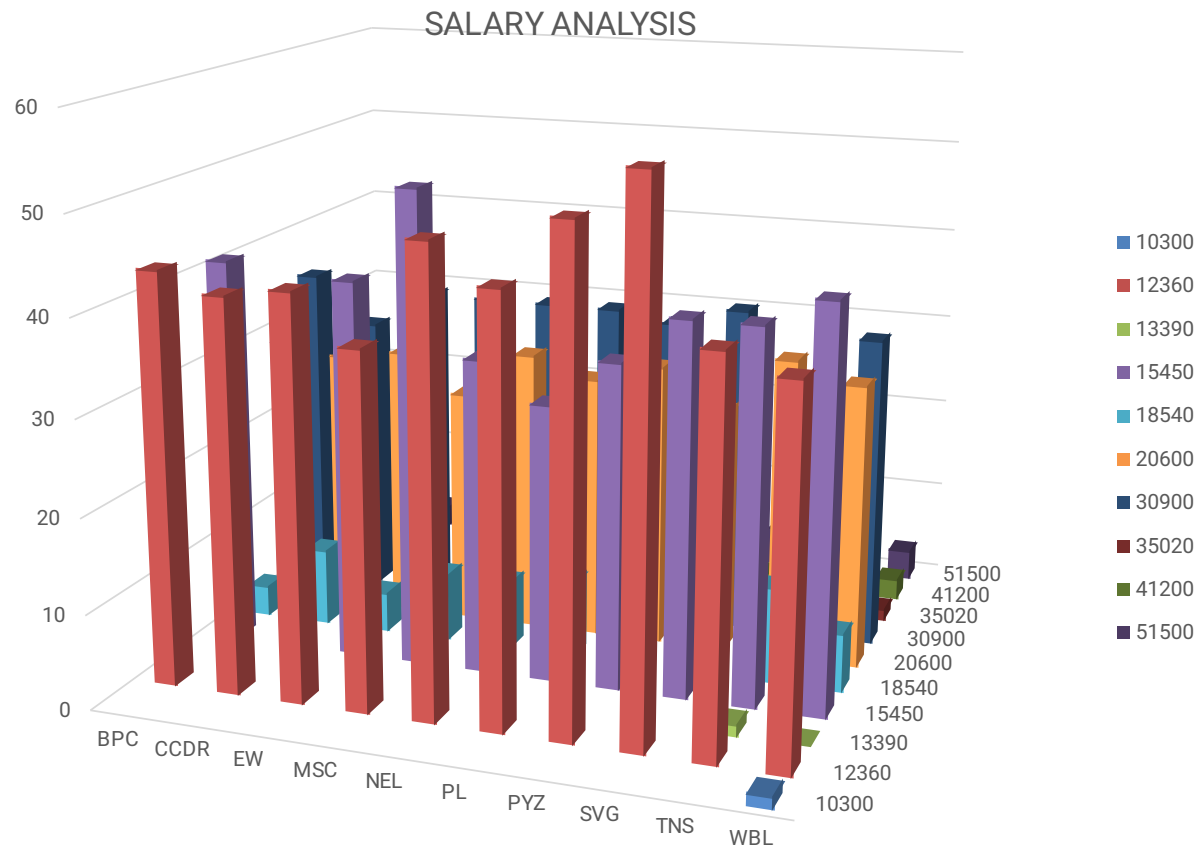
Adjust for inconsistencies , such as different units of currency or salary reports standards,

3. OUTLINER DETECTION:

Identify and address outline that could distort the analysis , such as unusually high bonuses or entries

RESULT
S

GenderCode	(All)										
Count of DepartmentType	Column Labels										
Row Labels	10300	12360	13390	15450	18540	20600	30900	35020	41200	51500	Grand Total
BPC		43		41	3	26	35		1	1	150
CCDR		41		33	8	28	30		3	2	145
EW		42		40	4	29	34		2	3	154
MSC		37		50	7	25	34		2	2	157
NEL		48		33	7	30	34		1	1	154
PL		44		29	8	28	34				143
PYZ		51		34	5	30	33		1	3	157
SVG		56		39	6	26	35		1	4	167
TNS		40	1	39	10	32	23		1	4	150
WBL	1	38		42	6	30	33	1	2	3	156
Grand Total	1	440	1	380	64	284	325	1	14	23	1533


SALARY ANALYSIS
60
50
40
30
20
10
0
BPC
CCDR
EW
MSC
NEL
PL
PYZ
SVG
TNS
WBL
51500
41200
35020
30900
20600
18540
15450
13390
12360
10300
10300
12360
13390
15450
18540
20600
30900
35020
41200
51500

conclusion

THE GOAL IS TO ANALYSIS DISTRIBUTION , IT APPEARS THAT THE CATEGORIES HAVE VARYING COUNTS ACROSS DIFFERENT LOCATION , GROUPS OR PERIODS. THE GRAND TOTAL AT THE BOTTAM RIGHTS SHOWS THE OVERALL SUM IS 1533.