

Employee Data Analysis using Excel



STUDENT NAME: JAYALAKSHMI. P

REGISTER NO: 312216948

DEPARTMENT: Commerce B Com(general)

COLLEGE: Shri Krishnaswamy College for Women



PROJECT TITLE



Salary & compensation Analysis Through Excel Data Modelling



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

- Objective: Determine how compensation is distributed among employees, identify patterns or disparities, and provide insights for strategic adjustments.
- Data Collection: Gather data on employee salaries, bonuses, benefits, job titles, departments, and tenure from relevant sources.



PROJECT OVERVIEW

- Data Preparation:
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- Data Collection: Collect raw salary and compensation data from HR systems.
- Data Cleaning: Clean and format the data to ensure accuracy and consistency.
- Data Integration: Merge data from different sources if necessary.
- Descriptive Analysis:
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- Summary Statistics: Calculate basic statistics such as mean, median, mode, and standard deviation for salaries and other compensation components.



WHO ARE THE END USERS?

- Human Resources
- Professional
- Compensation and benefits manager
- Finance and budget analyst
- Senior management and executives

OUR SOLUTION AND ITS VALUE PROPOSITION



Key Components:

Data Collection and Preparation:

Integration: Aggregate salary, bonus, benefits, job titles, departments, and tenure data from various sources.

Cleaning: Ensure data accuracy and consistency by addressing missing values, outliers, and inconsistencies.

Descriptive and Predictive Analysis:

Descriptive Statistics: Calculate mean, median, mode, standard deviation, and quartiles to understand compensation distribution.

Dataset Description

1. Collect Data : Gather information on salaries, bonuses, and other compensation details.
2. Clean Data : Remove duplicates and handle missing values.
3. Organize Data : Structure data in columns (e.g., Employee ID, Base Salary).
4. Analyze : Use pivot tables and charts to explore patterns. Compute basic statistics and trends.
5. Advanced Analysis: Apply regression for deeper insights and forecasting.
6. Report : Summarize findings with visual aids and dashboards in Excel.

THE "WOW" IN OUR SOLUTION



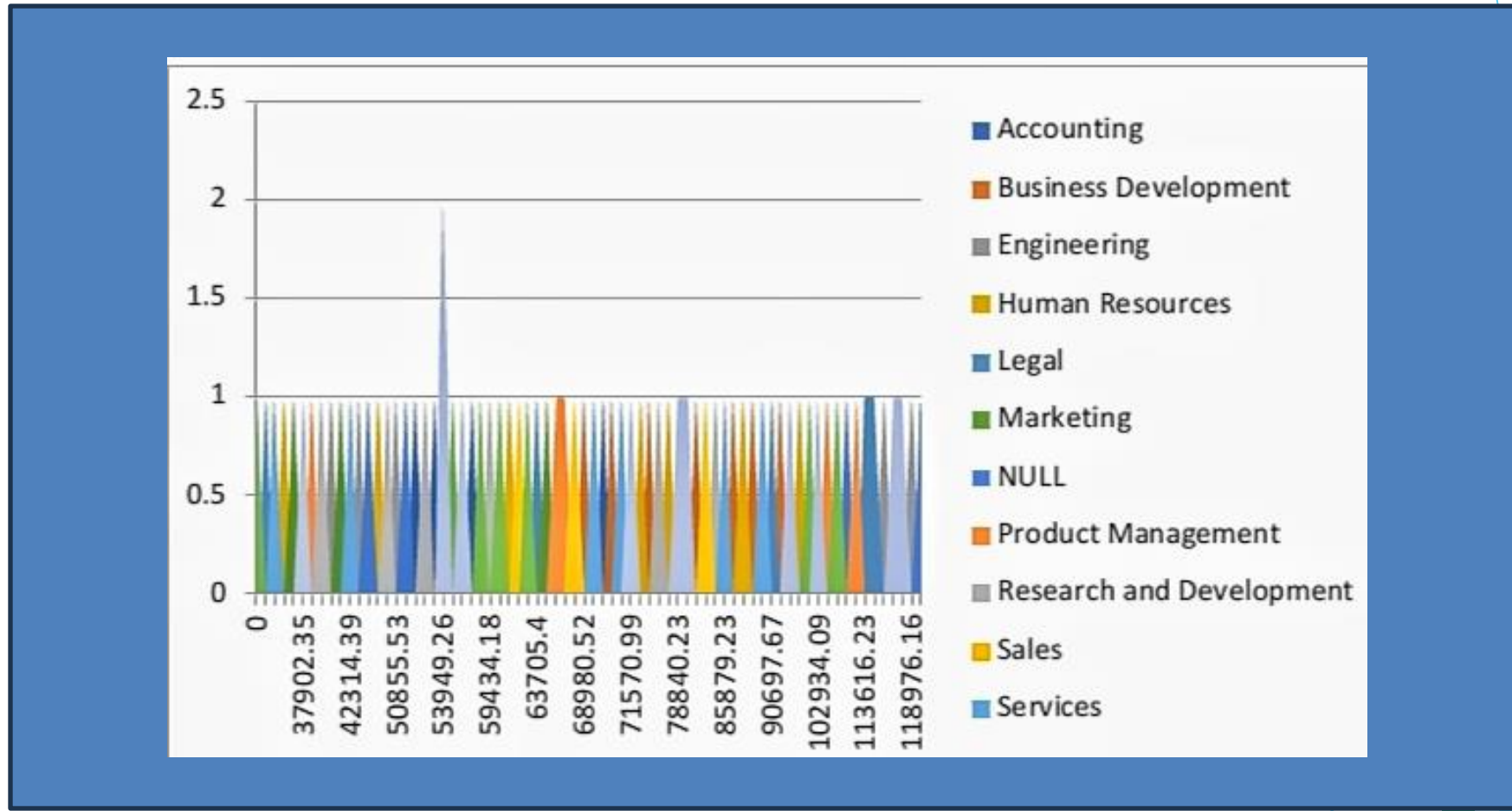
- Data Input: Collect and clean salary data.
- Organization: Use tables and data validation.
- Automation: Implement macros or VBA for efficiency.
- Reporting: Create interactive reports and dashboards.
- Formulas: Apply functions like SUM, IF, VLOOKUP.



MODELLING

- Define Goals : Identify analysis objectives.
- Prepare Data: Structure data with necessary fields.
- Create Model: Use Excel Tables and relationships.
- Design Calculations: Apply relevant formulas.
- Pivot Tables: Summarise and and analyze data.

RESULTS



conclusion

Excel data modeling for salary and compensation analysis enables efficient management and insightful evaluation of salary data. By leveraging structured data, advanced formulas, and visualization tools, you can:

Overall, Excel provides a robust platform for detailed salary analysis, helping organizations optimize their compensation strategies effectively.