Employee Data Analysis using Excel

STUDENT NAME: KAMALNATH S M
REGISTER NO: 2213211042112
DEPARTMENT: COMMERCE
COLLEGE: PRESIDENCY COLLEGE

PROJECT TITLE

Salary and Compensation Analysis Through Excel Data Modeling

PROBLEMS

Analyzing salaries helps ensure fair compensation, boosting employee satisfaction and reducing turnover. It also allows employers to stay competitive in the job market and manage payroll budgets effectively. Additionally, it ensures legal compliance and promotes pay equity by identifying and addressing disparities. Overall, salary analysis supports better decision-making for both employers and employees.

OVER VIEW

The project uses Excel to analyze employee salaries, aiming to identify patterns, disparities, and ensure fair compensation. It involves comparing pay with industry standards, checking for pay gaps, and helping management make data-driven decisions. The goal is to create a transparent and equitable compensation system in the company

WHO ARE THE END USERS?

End users of the salary and compensation analysis dataset:

HR Managers: For ensuring fair pay practices and managing payroll.
Company Executives and Management: For making strategic decisions on compensation and budgeting
Finance Department: For financial planning and compliance.
Employees: Indirectly benefit from fair and transparent compensation practices.

OUR SOLUTION AND ITS V ALUE PROPOSITION

The objective of the Salary and Compensation Analysis Through Excel Data Modeling is to evaluate and understand the compensation structure within an organization. This involves analyzing salary data to identify patterns, ensure competitive and fair pay, uncover any disparities (e.g., gender or race-based), and support data-driven decision-making for payroll, budgeting, and employee retention strategies.

Dataset Description

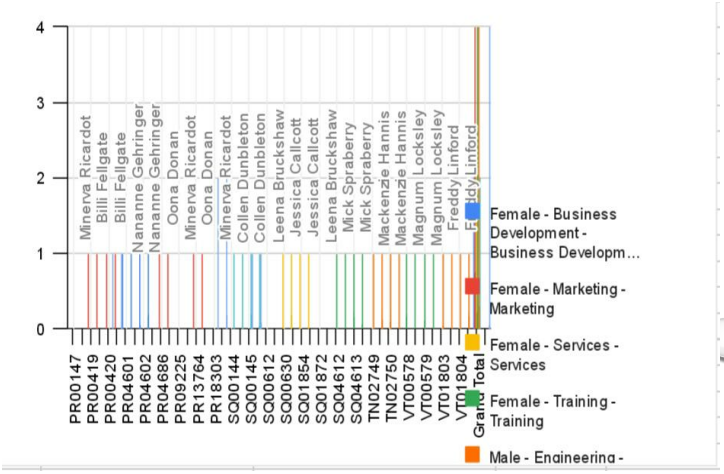
Employers Dataset is taken form Kaggle website for the analyse of Salary and Compensation Analysis Through Excel Data Modeling. Here's a detailed description of the dataset structure and the significance of each data field:

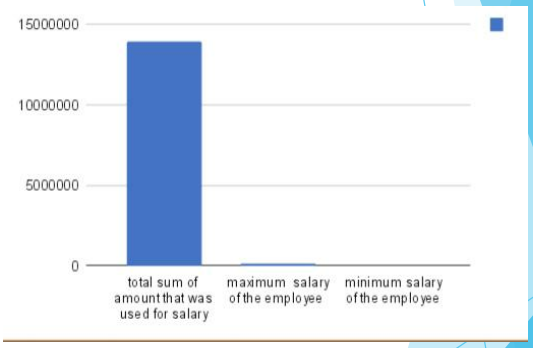
- Employee ID
  Name
  Gender
  Salary
  Start date
  FTE
  Employee type

MODELLING

1.Preparing the Data
Selecting the Data that was need
2. Finding the
average , minimum and maximum
of Salary of employers
3. Creating the chart
based on average, minimum
And maximum
4. Selecting the dataset that was need
5. Click Inset And creating the pivot table
6. And adding the final report of pivot chart

Result


4
3
2
1
0
Minerva Ricardot
Billi Fellgate
Billi Fellgate
Nananne Gehringer
Nananne Gehringer
Oona Donan
Minerva Ricardot
Oona Donan
Minerva Ricardot
Collen Dunbleton
Collen Dunbleton
Leena Bruckshaw
Jessica Callcott
Leena Bruckshaw
Mick Spraberry
Mick Spraberry
Mackenzie Hannis
Mackenzie Hannis
Magnum Locksley
Magnum Locksley
Freddy Linford
Freddy Linford
PR00147
PR00419
PR00420
PR04601
PR04602
PR04686
PR09225
PR13764
PR18303
SQ00144
SQ00145
SQ00612
SQ00630
SQ01854
SQ01872
SQ04612
SQ04613
TN02749
TN02750
VT00578
VT00579
VT01803
VT01804
Grand Total
Female - Business Development - Business Developm...
Female - Marketing - Marketing
Female - Services - Services
Female - Training - Training
Male - Engineering -


15000000
10000000
5000000
0
total sum of amount that was used for salary
maximum salary of the employee
minimum salary of the employee

conclusion

Summary of the effectiveness of Excel Pivot Tables and charts. Emphasis on the ease of use and clarity these tools provide. The impact of these tools on making informed business decisions. Final thoughts on the value of Excel in data analysis.

Summarize the benefits of using Excel PivotTables and charts for data analysis. Emphasize how these tools provide clear, actionable insights that can support business decisions. Each of these sections aligns with the agenda and provides a comprehensive explanation of how to utilize Excel for data analysis.