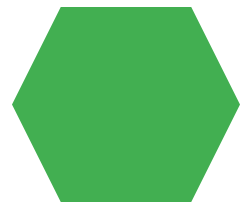


Employee Data Analysis using Excel



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PROJECT TITLE



SALARY AND COMPENSATION ANALYSIS THROUGH 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



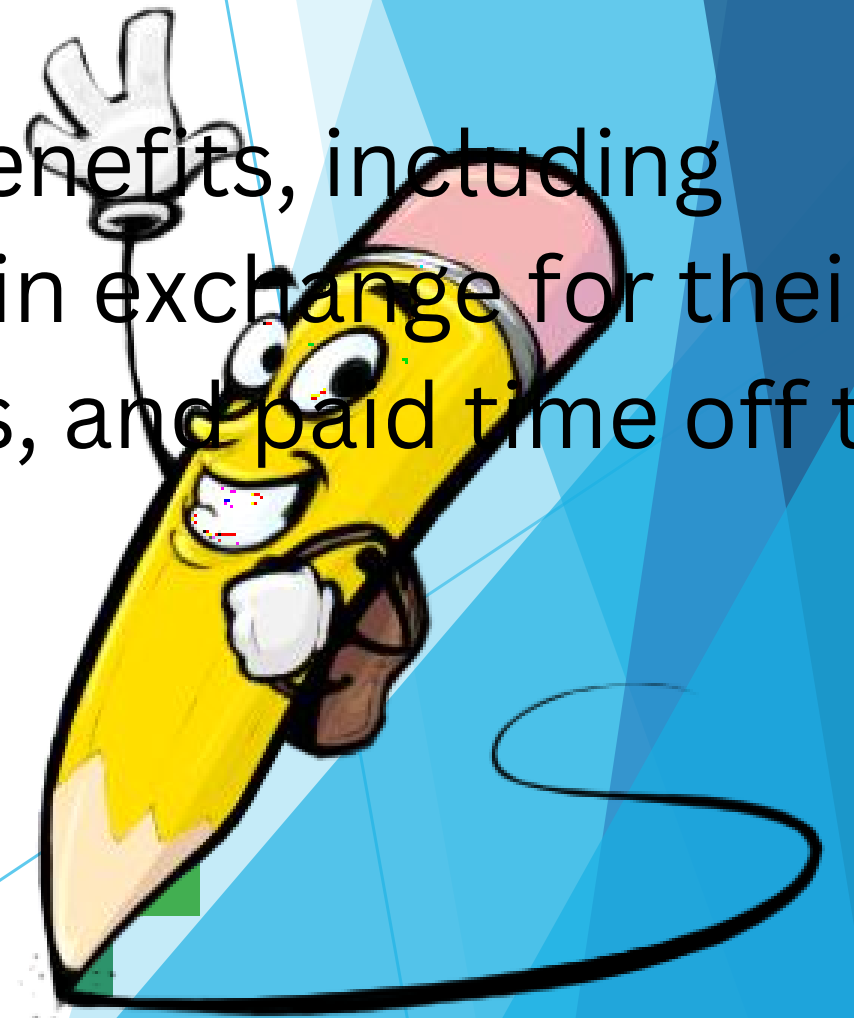
Some of the major challenges faced by compensation management executives are - multiplicity of compensation system, lack of strategic alignment, increased benefits, structural inflexibility talent attraction, human capital perspective, cultural issues etc.



PROJECT OVERVIEW

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Compensation issues deal with the financial and intangible benefits, including compensation, incentives, and perks, that an employee receives in exchange for their labor. Contrarily, perks like health insurance, retirement programs, and paid time off to provide value above and beyond salaries.



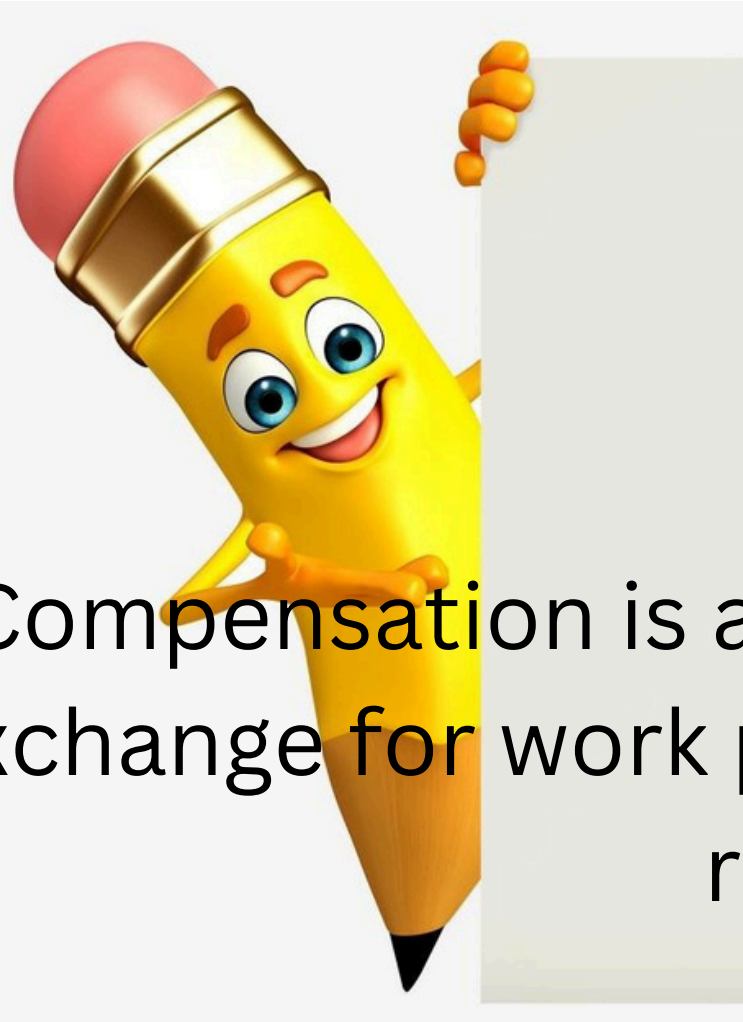
WHO ARE THE END USERS?



Ending Compensation – The hiring rate of the target title or current salary plus the service payment. Ending Compensation – The higher of the current traineeship salary or the Hiring Rate of the Target Title.



OUR SOLUTION AND ITS VALUE PROPOSITION



Compensation is a systematic approach to providing monetary value to employees in exchange for work performed. Compensation may achieve several purposes assisting in recruitment, job performance, and job satisfaction.

Dataset Description

Job title

Job description

Company name and location

Payroll frequency

Average salaries

Number of employees earning each salary level

Age

Gender

Education level

Years of experience

THE "WOW" IN OUR SOLUTION

Some of the major challenges faced by compensation management executives are - multiplicity of compensation system, lack of strategic alignment, increased benefits, structural inflexibility talent attraction, human capital perspective, cultural issues etc.



MODELLING

Compensation modeling is a strategic framework that helps organizations develop data-driven compensation plans for their employees. The goal of compensation modeling is to attract, motivate, and retain employees, while also aligning compensation with financial goals. Compensation models can include base salary, benefits packages, variable pay structures, and allowances.

RESULT

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compensation analysis is an important part of a company's workforce acquisition approach because it lets them recruit and retain the best workers. Compensation audits can help measure benefits program participation, employee engagement, and salary structure.

conclusion

People also ask
What is the conclusion of salary structures