Employee Data Analysis using Excel

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PROJECT TITLE

Salary and compensation analysis through excel data modeling

AGENDA

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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.

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PROJECT   OVERVIEW

Excel aids in conducting employee compensation analysis to ensure that compensation practices are fair and equitable across an organization. Compensation analysis within Excel provides data-driven insights into salary benchmarks, pay equity, and remuneration packages, thereby supporting transparency and fairness.

WHO ARE THE END USERS?

The average salary for End User Support is ₹5,32,543 per year in the India. The average additional cash compensation for a End User Support in the India is ₹20,109, with a range from ₹19,315 – ₹20,903. Salaries estimates are based on 16 salaries submitted anonymously to Glassdoor by End User Support employees in India

OUR SOLUTION AND ITS VALUE PROPOSITION

An employee value proposition (EVP) can be defined as: a statement of the values, rewards, recognition, support, and company culture that an employer gives employees, enabling them to do their best work and achieve their highest potential.

Dataset Description

This dataset contains information about the salaries of employees at a company. Each row represents a different employee, and the columns include information such as age, gender, education level, job title, years of experience, and salary.

THE "WOW" IN OUR SOLUTION

State a range rather than a fixed amount. Another way you can state your salary expectations is by offering a range of prices rather than a fixed amount. Having a range rather than a set price can help your potential employer compensate you better for your needs.

MODELLING

A compensation model is a strategic framework that outlines how an organization remunerates or compensates its employees. It encompasses not just base salary, but also a variety of elements such as variable pay structures, benefits packages, allowances, etc.

RESULTS

Don't just give them a specific number, instead, offer a salary range that shows your familiarity with the industry standards. If the recruiter inquires about your current salary, be honest and tell them why you are worthy of this much salary

Company Name

Employee Provident Fund Calculator (EPF)

Employee Name:				
Rate of Increase of Basic Pay:	5.00%	**Interest Rate**	8.65%
Your Contribution:	12.00%	**CTC**	30000
Company's Contribution:	3.67%	**Basic Pay + DA:**	12000

Year	Opening Balance	Basic Pay	Employee Yearly Contribution	Company Yearly Contribution	Total Contribution	Rate of Interest	Closing Balance
1	0.00	12000.00	17280.00	5283.76	22563.76	8.65%	24515.53
2	24515.53	12600.00	18144.00	5548.00	23692.00	8.65%	52377.48
3	52377.48	13230.00	19051.20	5825.45	24876.65	8.65%	83936.62
4	83936.62	13891.50	20003.76	6116.78	26120.54	8.65%	119577.10
5	119577.10	14586.08	21003.95	6422.67	27426.62	8.65%	159719.54
6	159719.54	15315.38	22054.15	6743.85	28798.00	8.65%	204824.31

conclusion

In conclusion, compensation & benefits are essential components of an organization's overall strategy to attract, retain, and motivate employees