

Employee Data Analysis using Excel



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PROJECT TITLE

SALARY ANALYSIS



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

: "Our organization is facing challenges in maintaining a fair, competitive, and transparent compensation structure, leading to:-
Inefficient talent attraction and retention

- Internal equity and fairness issues
- - Difficulty in budgeting and forecasting salary expenses- Limited understanding of market-based compensation practices
- - Potential legal and reputational risks due to non-compliance with labor laws and regulations

This problem statement outlines the specific challenges and issues the organization is facing, and sets the stage for the salary analysis to address these problems and achieve the stated goals."



PROJECT OVERVIEW

- **OBJECTIVES**

: Analyse current salary structure and provide recommendations for improvement.

SCOPE

: Organization/Department/Job Roles.



WHO ARE THE END USERS?



1. **HR PROFESSIONAL:** Responsible for designing and implement compensation strategies.
2. **COMPESATION MANAGERS:** Oversee salary structures, job evaluations, and market analysis.
3. **RECRUITERS:** Use salary data to attract and hire top talent
4. **HIRING MANAGER:** Make informed decisions about job offers and salary negotiations.
5. **FINANCING TEAM:** Use salary data for budgeting, forecasting, and cost control.
6. **EXECUTIVE LEADERSHIP :** Make strategic decisions about compensation and talent management.



OUR SOLUTION AND ITS VALUE PROPOSITION



- Comprehensive salary analysis and design
- Data-driven approach using market data and job Comprehensive salary analysis and design
- Data-driven approach using market data and job evaluation
- -Customized salary structures and recommendation on going monitoring and refinement
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- Customized salary structures and recommendations- Ongoing monitoring and refinement

Dataset Description

- Data collection from kaggle.
- Conditional formatting
- Formula tools
- Excel specific formulas
- Visualization
- Pie chart form



THE "WOW" IN OUR SOLUTION

PERFORMANCE LEVEL= IFS(D3>, "HIGH PERFORMANCE", D3>=, "MEDIUM PERFORMANCE", " D3<6, "LOW PERFORMANCE")

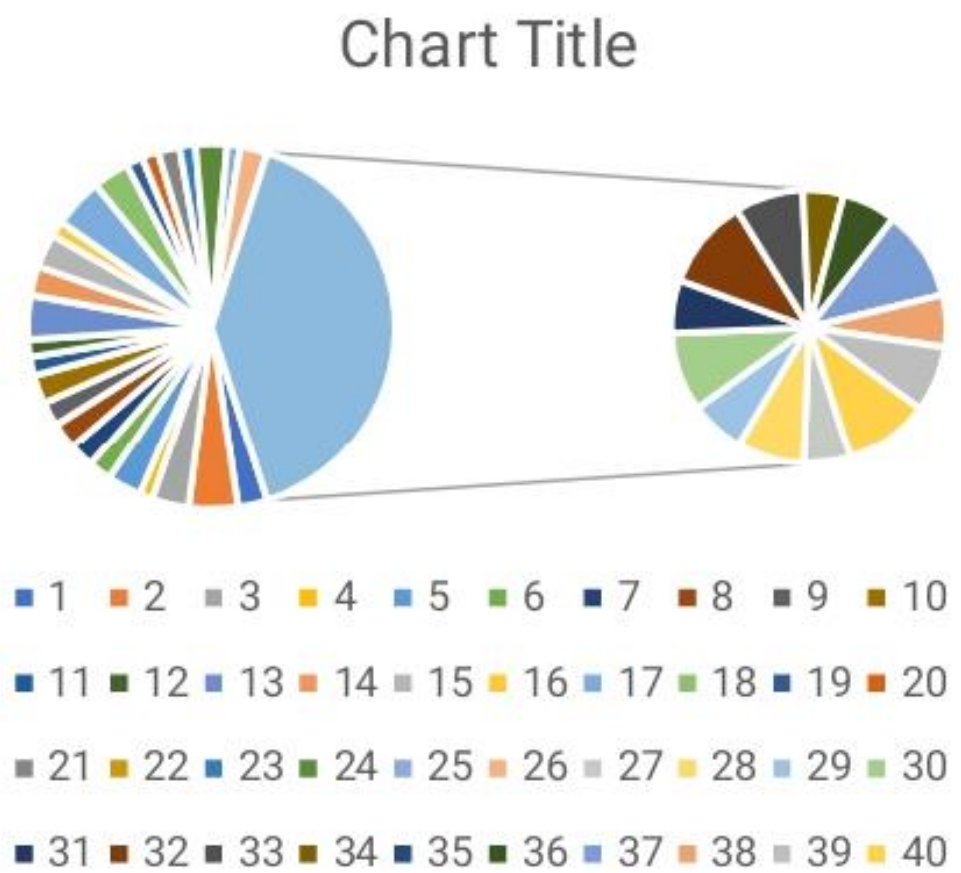


MODELLING

1. Data Collection: - Gather employee data (job title, department, location, etc.) - Collect salary data (base salary, bonuses, benefits, etc.) - Obtain market data (industry surveys, online sources, etc.)
2. Job Evaluation - Categorize jobs into groups (job families, grades, etc.) - Assign points or weights to each job based on factors (responsibility, skills, etc.) - Calculate job scores or rankings
3. Market Analysis: - Analyze market data to determine average salaries for similar jobs - Identify market trends and fluctuations .



RESULTS



conclusion

- Salary analysis is an ongoing process that requires regular monitoring and updates.
- By maintaining a fair, competitive, and transparent compensation structure, we can drive business success and support our employees' well-being.
- This conclusion summarizes the key findings, recommendations, and next steps, and provides a final thought on the importance of ongoing salary analysis.

