Employee Data Analysis using Excel

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PROJECT TITLE

Employee Performance Analysis using 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
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PROBLEM STATEMENT

1.Data Consistency: Verify if the sum of individual department salaries matches the grand total provided for each company and the grand total of all companies.

Missing Data: Note the missing data in the table:

- **Cheerper**: No value for Design and Support.
- **Glasses**: No value for BigData and Support.
- **Pear**: No value for AI, BigData, Search Engin

3.Total Calculation: Ensure the totals match the sum of the individual company totals and department totals.

4.Department Allocation: Check if each department's total salary distribution is accurate and whether it makes sense given the data provided.

5.Consistency Check: Verify that all calculations are correct and consistent across the table

PROJECT OVERVIEW

A table with salary data across different departments and companies. - *Cheerper* has salaries in AI, BigData, and Search Engine departments, with a grand total of \$376,263.55. - *Glasses* has salaries in AI, Design, and Search Engine departments, with a grand total of \$391,443.67. - *Pear* has a salary in the Design department, with a grand total of \$240,350.81.

The overall grand total for all departments and companies is \$1,008,058.02.

WHO ARE THE END USERS?

- **Company Executives and Managers**: They need to assess how salary budgets are allocated among different departments and ensure they align with company goals and financial health.
- **Human Resources (HR) Professionals**: HR teams use this information for budgeting, compensation planning, and analyzing salary trends.
- **Financial Analysts**: They analyze salary expenses to provide insights into the company's financial performance and sustainability.
- **Department Heads**: They might use this data to justify salary requests, manage departmental budgets, or benchmark against other departments.
- **Employees**: They may use this data for understanding salary distribution and equity within the company or comparing it with industry standards.
- **Investors**: Investors could be interested in understanding how salaries impact overall company profitability and growth.

OUR SOLUTION AND ITS VALUE PROPOSITION

Value Proposition of Your Solution

1. Comprehensive Overview:

1. The solution provides a detailed breakdown of salary allocations by department and company, which helps in understanding where resources are concentrated.

2. Strategic Insights:

1. By analyzing the distribution, companies can make informed decisions about where to allocate resources or invest more in specific departments..

3. Financial Planning:

1. With this data, companies can plan budgets more effectively and align their financial strategies with departmental priorities.

4. Benchmarking:

1. Comparing departmental salaries across companies can offer benchmarks for compensation strategies and help in competitive analysis.

5. Resource Optimization:

1. Identifying departments with the highest and lowest salaries can guide companies in optimizing their resource allocation for better operational efficiency.

Dataset Description

1. *Companies*: Cheerper, Glasses, Pear.
2. *Departments*: AI, BigData, Design, Search Engine, Support.
3. *Grand Total*: Total salary per company and overall total.

This summarizes the distribution of salaries by department and company, helping to understand where the major expenses are.

THE "WOW" IN OUR SOLUTION

Department Contributions:
- *AI:* $222,064.7783
- *BigData:* $87,379.25338
- *Design:* $344,527.2814
- *Search Engine:* $214,136.9989
- *Support:* $139,949.705

Individual Company Totals:
- *Cheerper:* $376,263.5453
- *Glasses:* $391,443.6665
- *Pear:* $240,350.8052

Company Contributions:*
- *Cheerper* and *Glasses* have close totals, with Cheerper slightly less than Glasses. However, *Pear* has a lower total compared to the others

Departmental Highlights:
- *Design* has the highest total salary of $344,527.2814, showing a significant portion of the overall sum.

MODELLING

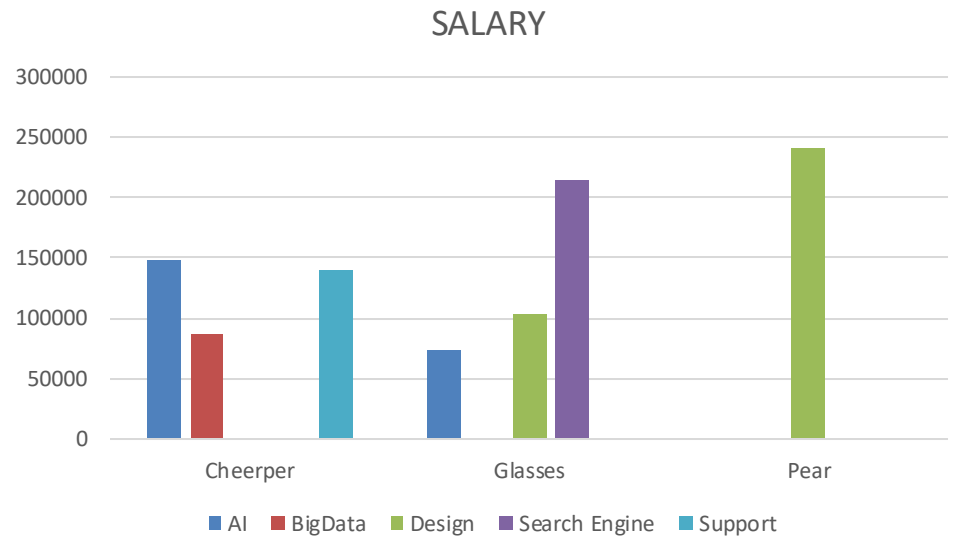
Summary of Analysis

- **Cheerper** has significant expenditure in the Support department, with smaller allocations to AI, BigData, and Search Engine.
- **Glasses** allocates its salary budget across AI, Design, and Search Engine, with no allocation to BigData and Support.
- **Pear** only spends on the AI department.

It seems like the total salaries in each department across all companies sum up to the grand total of $1,008,058.02, indicating that the figures provided are consistent with the overall totals.

RESULTS

Sum of salary	department					
company	AI	BigData	Design	Search Engine	Support	Grand Total
Cheerper	148934.5869	87379.25338			139949.705	376263.5453
Glasses	73130.19141		104176.4762	214136.9989		391443.6665
Pear			240350.8052			240350.8052
Grand Total	**222064.7783**	**87379.25338**	**344527.2814**	**214136.9989**	**139949.705**	**1008058.017**



conclusion

The overall grand total of $1,008,058.02 matches the sum of the individual totals. However, the grand totals listed for individual companies (Cheerper, Glasses, and Pear) do not seem to align with the grand total column. There appears to be a discrepancy with Cheerper's grand total, which seems to be incorrectly calculated. Double-check the individual company totals and the summation process to ensure accuracy.