## **Employee Data Analysis using Excel**





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## **PROJECT TITLE**

# **Business unit and salary Analysis Through Excel Data Modeling**

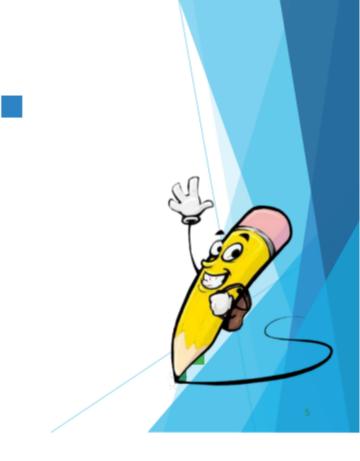
#### **PROBLEM STATEMENT**

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.



### **PROJECT OVERVIEW**

The project leverages Excel to analyze employee salaries with the goal of identifying patterns, addressing disparities, and ensuring fair compensation. This process includes comparing salaries to industry standards, detecting pay gaps, and supporting management in making data-driven decisions. Ultimately, the aim is to establish a transparent and equitable compensation system within the company.



#### WHO ARE THE END USERS?

End users of the salary and business unit analysis dataset:

HR Managers: Responsible for ensuring fair pay practices and effectively managing payroll. Company Executives and Management: Focused on making strategic decisions related to compensation and overall business objectives



#### **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 racebased), and support data-driven decision-making for payroll, budgeting, and employee retention strategies.

# **Dataset Description**

- Employee ID
- Name
- Gender
- Salary
- Start date
- FTE
- Employee type

#### THE "WOW" IN OUR SOLUTION

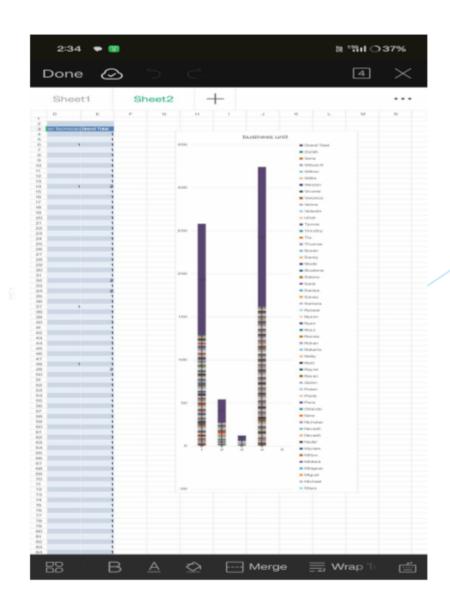
- Streamlined Data Analysis: Excel's Pivot Tables simplify the process of analyzing complex employee data, making it accessible even to non-technical users.
- Visual Impact: Automatic creation of charts and graphs enhances the clarity of insights, making key patterns and trends easy to understand
- Faster Decision-Making: The solution bridges the gap between raw data and actionable insights, enabling quicker, more informed business decisions.
- Excel's Power: This approach highlights Excel's effectiveness in turning data into valuable insights, ultimately improving organizational outcomes.



# **MODELLING**

- 1.Preparing the Data
  Selecting the Data that was need
- 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

# **RESULTS**



11

## 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.