loyee Data Analysis using Excel

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PROJECT TITLE

Salary and compensation analysis through excel data modeling

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

Objective: Analyze salary and compensation data to understand compensation structures, identify disparities, and provide actionable insights to ensure fair and competitive compensation within the organization.

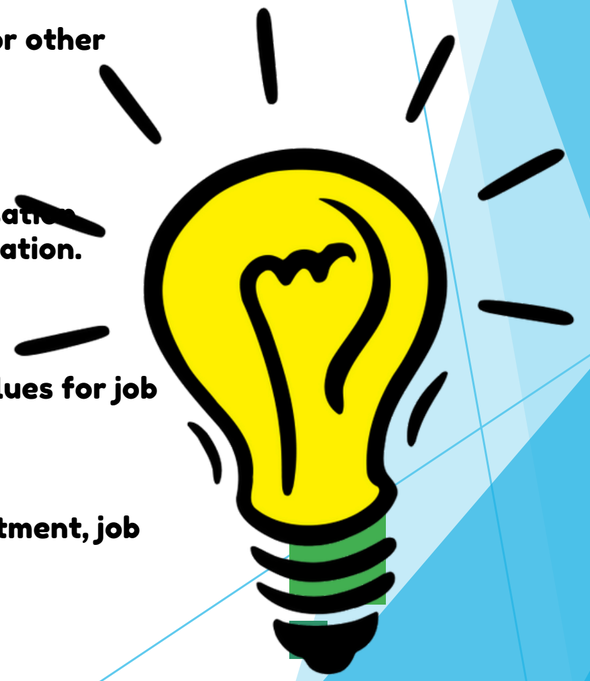
Specific Questions to Address:
1. **Compensation Distribution:** How is compensation distributed across different job titles, departments, and experience levels?
2. **Salary Trends:** What are the trends in salaries over time, and how do they correlate with promotions or changes in job roles?
3. **Gender and Diversity Analysis:** Are there any discrepancies in compensation based on gender, ethnicity, or other demographic factors?
4. **Benchmarking:** How does our compensation compare to industry standards or competitors

Your paragraph text

1. **Data Collection:**
- Gather salary and compensation data including base salary, bonuses, benefits, and other forms of compensation.
- Collect relevant employee data such as job titles, departments, experience levels, and demographic information.

2. **Data Preparation:**
- **Clean the Data:** Remove any duplicates, handle missing values, and correct any inconsistencies.
- **Format the Data:** Ensure that data types are appropriate (e.g., numerical values for salaries, categorical values for job titles).

3. **Data Modeling:**
- **Create Pivot Tables:** Use pivot tables to summarize and analyze data by various dimensions such as department, job title, or experience level.
- **Use Charts:** Visualize data through charts and graphs to identify trends and patterns.
- **Calculate Ke
- **Average Salary** by department, job title, and experience level.
- **Salary Range** and **Median Salary**.
- **Compensation Ratios** comparing base salary to bonuses or benefits.



PROJECT OVERVIEW

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1. **Objective Definition**
- **Goal:** Analyze salary and compensation data to identify trends, disparities, and areas for adjustment.
- **Scope:** Include employee salaries, bonuses, benefits, and other compensation components.

2. **Data Collection**
- **Sources:** Gather data from HR systems, payroll records, and employee surveys.
- **Data Points:** Employee ID, job title, department, base salary, bonus, stock options, benefits, tenure, performance ratings, etc.

3. **Data Preparation**
- **Cleaning:** Remove duplicates, handle missing values, and correct inconsistencies.
- **Formatting:** Ensure data types are consistent (e.g., numeric for salaries, dates for tenure).

4. **Data Modeling in Excel**
- **Data Entry:** Input data into Excel worksheets.
- **Tables:** Use Excel tables for better data management and dynamic referencing.
- **Formulas and Functions:** Implement functions such as AVERAGE, MEDIAN, MIN, MAX, and standard deviations to summarize compensation data.
- **Pivot Tables:** Create pivot tables to analyze and summarize data by department, job title, and other categories.

5. **Analysis**
- **Descriptive Statistics:** Calculate average, median, and range of salaries and compensation components.
- **Comparative Analysis:** Compare compensation across different departments, job roles, and experience levels.
- **Trend Analysis:** Identify trends over time if historical data is available

WHO ARE THE END USERS?

End users of a salary compensation analysis through Excel data modeling typically include:

1. HR Managers: To assess and adjust compensation structures.

2. Finance Teams: For budgeting and financial forecasting.

3. Executives: To inform strategic decisions on talent acquisition and retention.

4. Data Analysts: To interpret and visualize compensation data.

5. Recruiters: To ensure competitive salary offerings.

6. Employees: As a point of interest for understanding pay equity.

These users leverage the analysis for decision-making and ensuring fair compensation practices.

WHO ARE THE END USERS?

The users of salary compensation analysis through Excel data modeling typically include:

1. HR Professionals: To develop and maintain equitable salary structures.

2. Compensation Analysts: For detailed analy kusis and reporting of salary data.

3. Finance Teams: To manage budgets and forecast salary expenses.

4. Management Executives: For strategic decision-making regarding talent acquisition and retention.

5. Recruiters: To create competitive job offers.

6. Employees: To understand compensation and equity within the organization.

7. Data Analysts: For deeper insights and data visualization.

These users utilize the analysis to enhance decision-making and ensure fair compensation practices.

OUR SOLUTION AND ITS VALUE PROPOSITION

Data CollectionGather data on salaries, bonuses, benefits, and other compensation elements.

Ensure data includes relevant demographics like job titles, departments, experience levels, and locations.

Dataset Description

Employee IDDescription: A unique identifier for each employee. Type: Alphanumeric

2. Job Title Description: The employee's job title or position within the organization. Type: Text

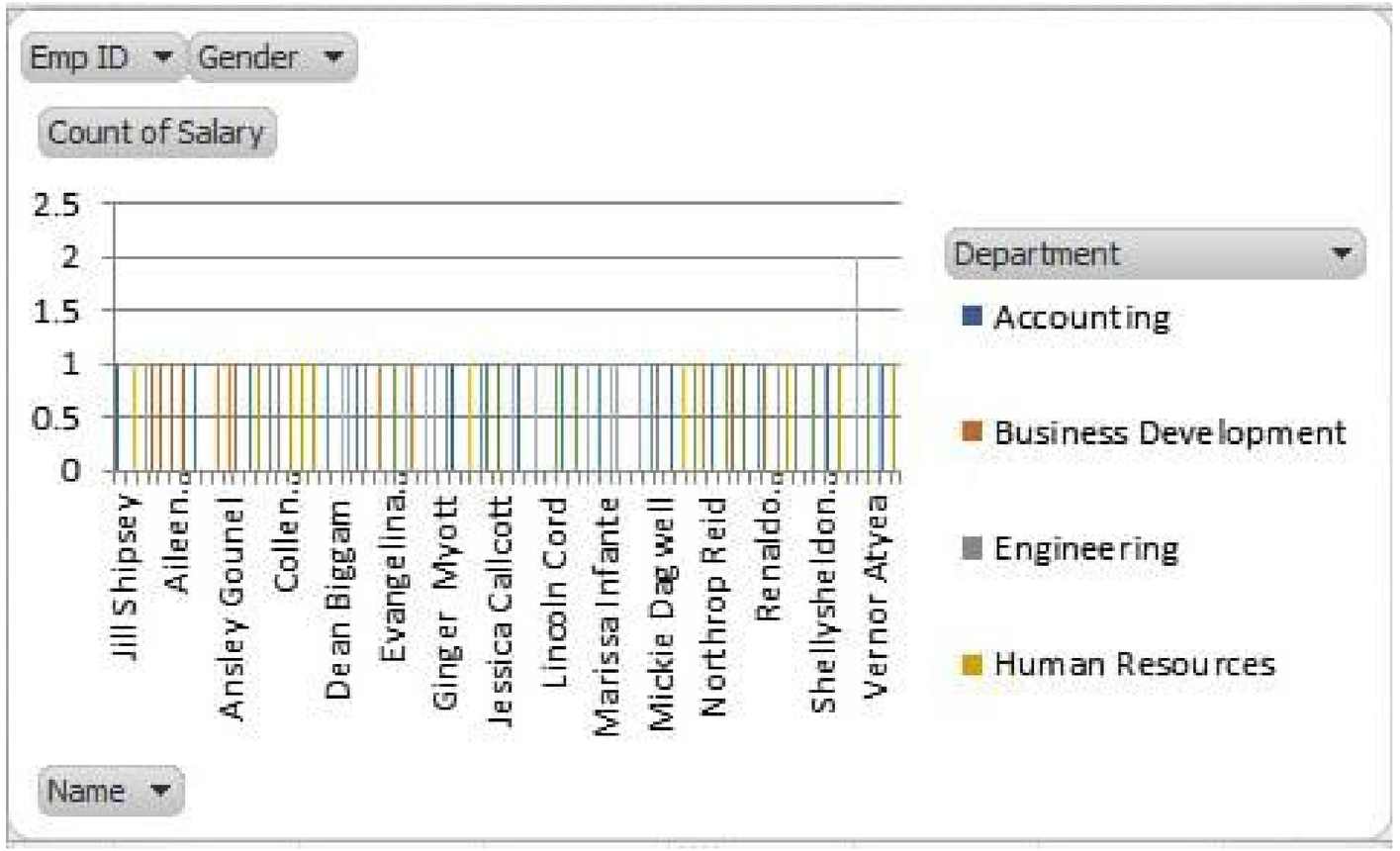
THE "WOW" IN OUR SOLUTION

Comprehensive Data VisualizationInteractive Dashboards: Create dynamic dashboards with charts, graphs, and slicers that allow users to interact with the data and view different perspectives on compensation.Heat Maps and Conditional Formatting: Use these features to highlight disparities, trends, and key metrics in an easily

MODELLING

Define Objectives and ScopeObjectives:
Determine what you want to achieve,
such as identifying salary disparities,
forecasting compensation trends,
or comparing compensation against benchmarks.
Scope: Define which aspects of compensation you will analyze
(e.g., base salary, bonuses, benefits).2. Data Collection

RESULTS


Emp ID
Gender
Count of Salary
2.5
2
1.5
1
0.5
0
Jill Shipsey
Aileen...
Ansley Gounel
Collen...
Dean Biggam
Evangelina...
Ginger Myott
Jessica Callcott
Lincoln Cord
Marissa Infante
Mickie Dagwell
Northrop Reid
Renaldo...
Shellysheldon...
Vernor Atyea
Name
Department
Accounting
Business Development
Engineering
Human Resources

conclusion

Insightful FindingsCompensation Trends:
The analysis has identified key trends in salaries, bonuses, and benefits across different departments, job titles, and locations.Benchmark Comparisons:
Comparisons with industry benchmarks reveal how competitive your organization's compensation packages are and highlight areas for improvement