**Problem Statement**

Setting fair salaries is important for keeping employees happy and making sure the company stays healthy. At Accenture, using old, manual processes in HR and Finance can cause unfairness, bias, and put pressure on the budget. Using AI can help make salary decisions more accurate and fairer by looking at many factors, supporting both fair pay and the company’s financial health.

HR departments rely on historical payroll data, market surveys, and managerial judgment, which can fail to account for all relevant factors such as education, experience, job role, and market trends.

The problem exists because many Accenture together with many other companies still use outdated and manual methods to determine employee’s salaries. Factors such as overpayment cause the company to spend more money on the payroll budget. Underpayment demotivates employees, decreasing the value they generate while salaries remain constant, thus shrinking the return On Investment of the company. Human subjectivity further presents bias, and inequity, some other decisions are influenced by favoritism and gender.

While this problem affects the company, it affects the people as well. Employees feel undervalued. Job dissatisfaction rises and causes employees to leave. Employees end up having stress and reduced productivity.

**How will it benefit the community**

Our ai solution stops payroll overruns meaning that employees will start receiving their fair salaries. The company will now be able to give back to the community in terms of donating money to charities and offer discount services. Trust is built between the community and the company, meaning there will be reduced number of unrests.