# Problem Statement

Accenture has a challenge with determining fair salary wages that won’t harm their company budget and also maintain good employee satisfaction.

In Accenture, the problem mainly occurs in human Resource and finance department. These two departments work in an inseparable approach as finance has to evaluate the payroll budget which is directly linked to the salary of their employees.

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The problem exists because many Accenture together with many other companies still use outdated and manual methods to determine employee’s salaries.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 rurn 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.

The scope of the problem extends throughout multiple dimensions; Internal problems would be that human resources and finance departments are affected. External issues would be that employees are not happy with their jobs and thus affecting 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.