EMPLOYEE DETAILS

Presentation by NAVEEN KUMAR H

Data Analysis for Awesome Chocolates

Company Background:

•Awesome Chocolates: A confectionery company operating in New Zealand and India.

•Objective: Understand workforce dynamics to enhance management strategies through data analysis.

Objectives:

•Combine and clean employee data from both countries.

•Analyze metrics: employee count, average salary, age, tenure, and gender ratio.

•Provide insights on employee distribution, salary trends, and performance.

•Identify top employees and calculate potential bonuses.

Key Insights:

•**Employee Count:** 183 total employees; distribution highlighted strengths and gaps.
•**Salary Analysis:** Average salaries by performance revealed trends; compensation fairness assessed.
•**Gender & Tenure:** Analyzed gender impact on salary and retention rates.
•**Performance Ratings:** Correlation between salary and performance identified high achievers.
•**Annual Bonus Calculation:** Developed a formula for performance-based bonuses.

Benefits to the Company:

•**Improved Workforce Understanding:** Insights into demographics and performance dynamics.
•**Informed Decision-Making:** Data-driven staffing, salary adjustments, and departmental needs.
•**Employee Retention & Satisfaction:** Fair compensation practices likely improved morale and retention.
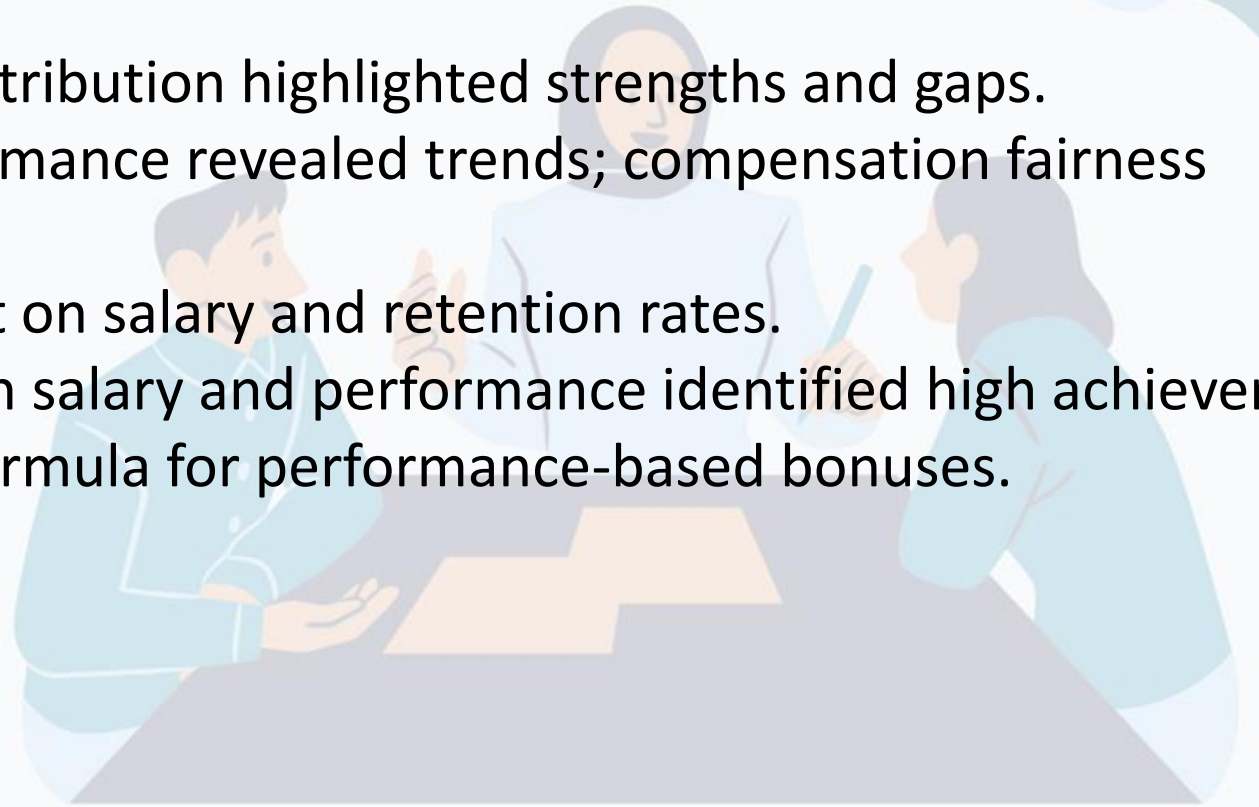
1. Quick Analysis Of The Data

1. Count of employees	183
2. Average Salary	₹ 77,173.72
3. Average age	30.42622951
4. Average Tenure	3.142375926
5. Femal Ratio	47%
Emp > 90k	63
Emp > 90k Ratio	34.43%

2. Information Finder

Name	Brien Boise
Gender	Female
Age	31
Rating	Average
Date Joined	12 April 2022
Depart	Website
Salary	$ 58,100.00
Country	NZ
Tenure	2.5

2. Information Finder

Department	finance	0
Number of People	38	
NAME	Rating	Salary
Sahila Chandrasekhar	Poor	115440
Benny Karolovsky	Poor	115440
Mithil Nadkarni	Average	96800
Constantino Espley	Average	96800
Deepit Ranjana	Average	92450
Leilah Yesinin	Average	92450
Kamalakshi Mukundan	Above average	91650
Enoch Dowrey	Above average	91650
Madhumati Gazala Soumitra	Average	86570
Sibyl Dunkirk	Average	86570
Tarala Vishaal	Average	85000
Karlen McCaffrey	Average	85000
Indu Varada Sumedh	Average	75970
Beverie Moffet	Average	75970
Kulbhushan Moorthy	Average	71380
Bennie Pepis	Average	71380
Chandana Sannidhi Surnilla	Poor	70270
Shayne Stegel	Poor	70270
Kantimoy Pritish	Poor	67910
Husein Augar	Poor	67910
Agrata Rajarama	Average	65920
Marney O'Breen	Average	65920
Kevalkumar Solanki	Average	65360
Teressa Udden	Average	65360
Upendra Swati	Average	64000
Curtice Advani	Average	64000

3. Male vs Female Comparison

Male Vs Female

Values	Female	Male
TotalStaffs	86	89
Average of Age	31	29
Average of Tenure	3	3
Average of Salary	$78,284	$74,915

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DATA ANALYSIS VISUALS

1.Salary Spread

Salary Spread chart showing frequency by salary range:
- ≤ $40,000: 8
- ($40,000, $50,000]: 24
- ($50,000, $60,000]: 24
- ($60,000, $70,000]: 26
- ($70,000, $80,000]: 26
- ($80,000, $90,000]: 12
- ($90,000, $1,00,000]: 18
- ($1,00,000, $1,10,000]: 18
- ($1,10,000, $1,20,000]: 27
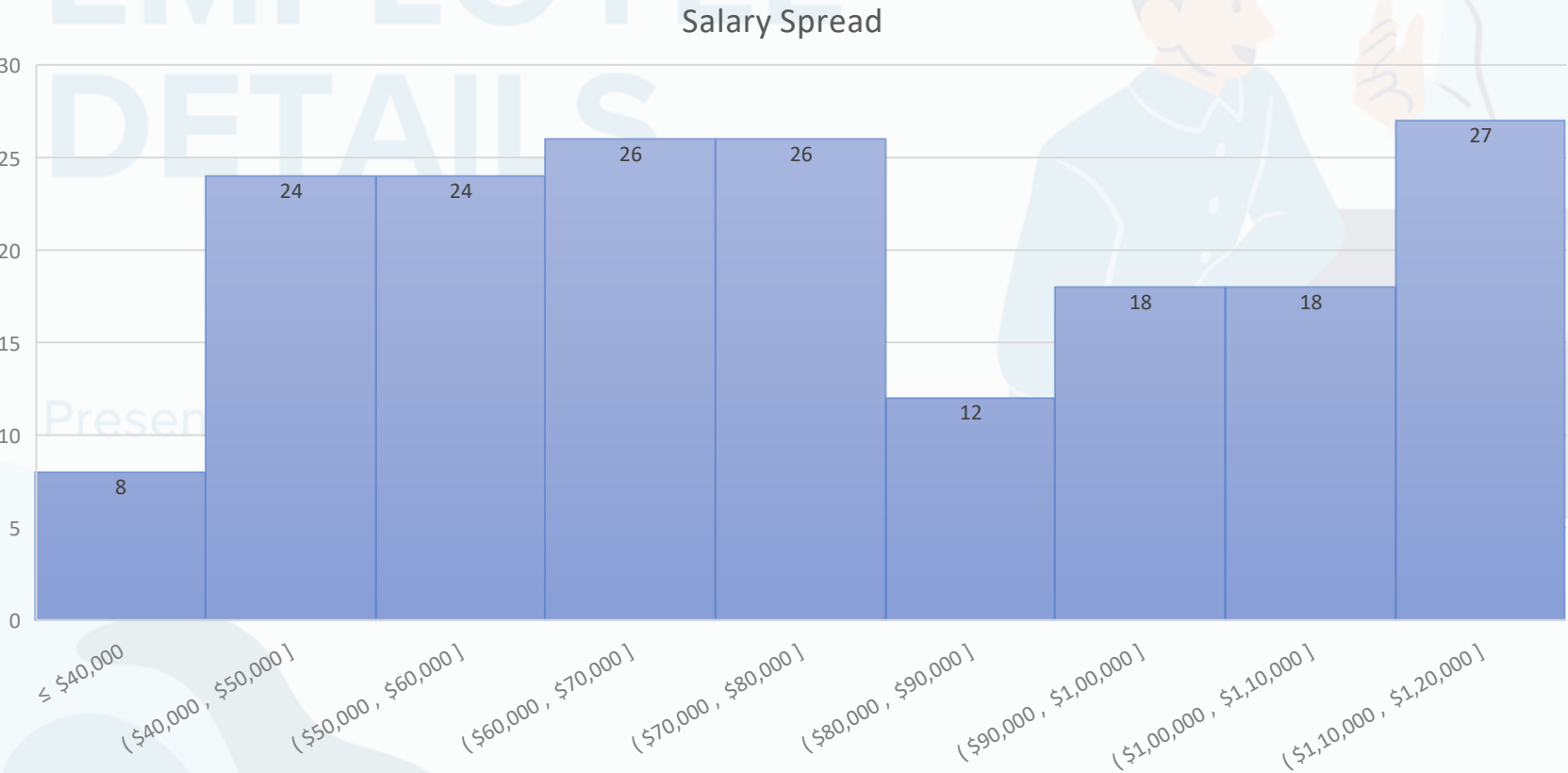
2.Salary Vs Rating Relations

Row Labels	Staffs	Average of Salary
Exceptional	4	$ 80.00	92,0
Above average	20	$ 33.00	75,9
Average	137	$ 98.76	76,7
Poor	16	$ 15.00	78,1
Very poor	6	$ 23.33	77,4
Grand Total	183	$ 73.72	77,1

Salary vs Rating
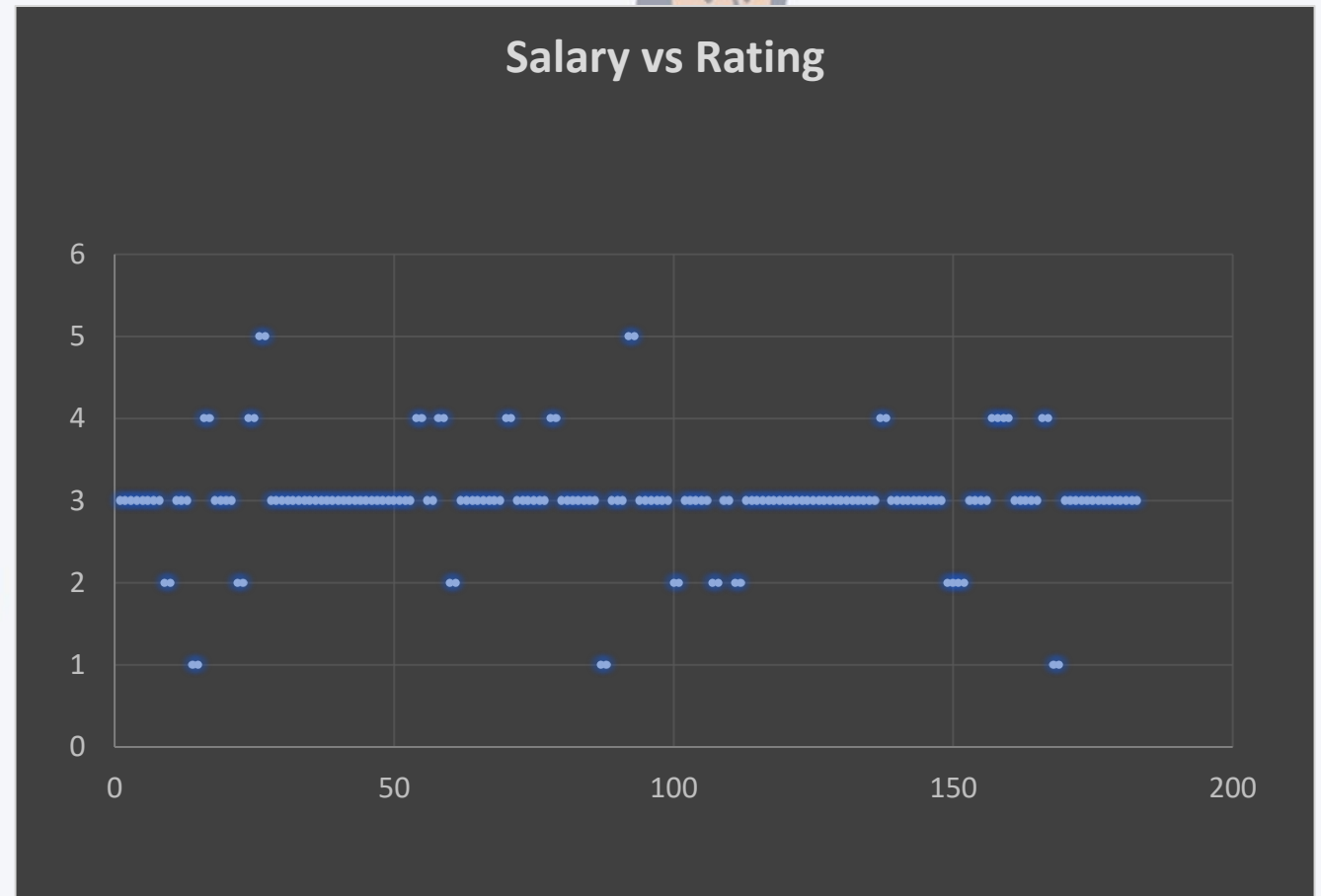
3. Running Total Of Employee count

No	Month	HeadCount	Running Total
1	01-05-2020	3	752677.4736
2	01-06-2020	1	796663.9435
3	01-07-2020	5	840747.9435
4	01-08-2020	3	884799.2878
5	01-09-2020	6	928885.2878
6	01-10-2020	6	973002.2878
7	01-11-2020	6	1017151.288
8	01-12-2020	7	1061332.288
9	01-01-2021	6	1105544.288
10	01-02-2021	4	1149817.288
11	01-03-2021	9	1194093.288
12	01-04-2021	5	1283060.288
13	01-05-2021	10	1327400.288
14	01-06-2021	6	1429868.288
15	01-07-2021	13	1474274.288
16	01-08-2021	4	1518705.8
17	01-09-2021	11	1563173.8
18	01-10-2021	3	1607664.8
19	01-11-2021	4	1652188.8
20	01-12-2021	7	1696746.8
21	01-01-2022	3	1741332.8
22	01-02-2022	10	1785957.8
23	01-03-2022	9	1830610.8
24	01-04-2022	9	1875295.8
25	01-05-2022	9	1920011.8
26	01-06-2022	7	1964757.8
27	01-07-2022	5	2009532.8
28	01-08-2022	5	2054339.8
29	01-09-2022	2	2099175.8
30	01-10-2022	3	2144043.8
31	01-11-2022	0	2188940.8
32	01-12-2022	0	2233868.8
33	01-01-2023	0	2278828.8
34	01-02-2023	1	2323821.8
35	01-03-2023	0	2368842.8
36	01-04-2023	1	2413896.8
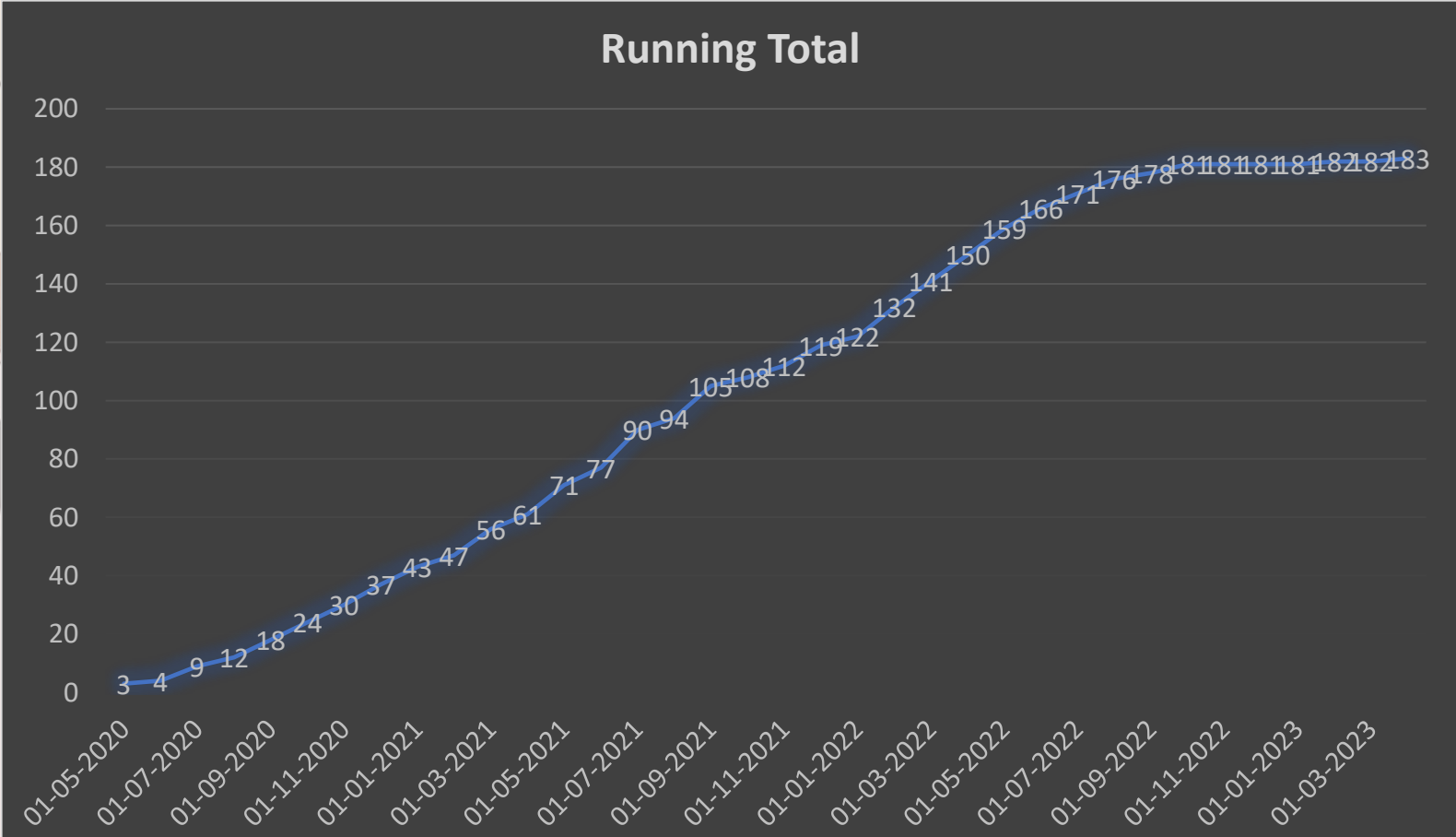
REPOTCARD IND vs NZ

Country	NZ
Row Labels	Count of Name
Website	27
Procurement	27
Finance	19
Sales	14
HR	4
Grand Total	91

Country	IND
Row Labels	Count of Name
Procurement	28
Website	27
Finance	19
Sales	14
HR	4
Grand Total	92