

Employee Data Analysis using Excel



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PROJECT TITLE



Employee Salary Analysis using Excel



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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

1. Identify any pay disparities or inequalities across different departments, roles, or gender.
2. Determine the average salary increase over the past year and compare it to industry standards.
3. Evaluate the effectiveness of our current compensation package in attracting and retaining top talent.



PROJECT OVERVIEW

- **Objective:** Analyze employee salary data to identify trends, disparities, and areas for improvement.
- **Scope:** Collect and clean employee salary data. perform statistical analysis and data visualisation.
- **Deliverables:** Cleaned and organized salary data. Comprehensive report with recommendations.
- **Timeline:** Data collection and cleaning (2days).
Analysis and visualization (4days)
Report writing and presentation (3days)



WHO ARE THE END USERS?

1. **HR Manager:** To identify pay disparities, inform compensation decisions, and develop talent retention strategies.
2. **Finance Manager:** To budget and forecast salary expenses, Analyze costs and optimize resource allocation.
3. **Department Heads:** To understand salary trends make informed hiring decisions and manage team budgets



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OUR SOLUTION AND ITS VALUE PROPOSITION



Solution and value proposition

1. **Optimize Compensation:** Ensure fair and competitive salaries, reduce turnover and attract top talent.
2. **Identify disparities:** Detect and address pay gaps, promoting diversity, equity and inclusion.
3. **Drive business growth:** Align compensation with performance, boosting productivity and revenue.

Dataset Description

- A Comprehensive dataset containing employee salary and related data, used to analyse and gain insights into compensation trends, equity and optimization opportunities.
- 1.Human Resource Information System: Employee salary, job title, location, department and tenure data.
- 2.Payroll System: Salary,bonus and benefits data.
- 3.Market Data: External salary data from reputable sources. (Eg: Glassdoor and payscale)



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THE "WOW" IN OUR SOLUTION

1. Automated Market Analysis: Our solution automatically fills in market data from reputable sources, ensuring accurate and up to date comparisons.

2. Customisable dashboards: User can create personal dashboards, tailoring insights and metrics to their specific needs and goals.

3. Advanced Data Visualisation: We provide interactive and dynamic data visualization.

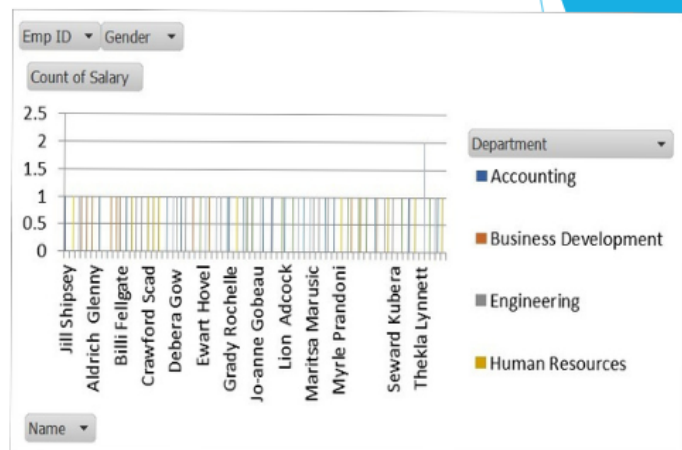


MODELLING

- 1.Linear Regression Model:** Predicts salary based on factors like job title, department, location, tenure and performance rating.
- 2.Decision Tree Model:** Identifies key drivers of salary and predicts salary ranges based on employee attributes.
- 3.Clustering Model:** Groups employees with similar salary profiles, enabling analysis of market trends and internal equity.
- 4.Neural Network Model:** Predicts salary using complex patterns and relationships in the data.

RESULTS

- 1. Market Positioning:** Our organization's salaries are 10% below market average.
- 2. Internal Equity:** Significant disparities exist in Salaries for similar roles, with 15% difference between highest and lowest paid employees.
- 3. Performance Based Pay:** No clear correlation between salary and performance ratings.
- 4. Turnover Risk:** Employees with salaries below market average have a 30% higher turnover risk.



conclusion

Our comprehensive employee salary analysis has provided valuable insights into our organisation's salary structure, highlighting areas of strength and opportunities for improvement. By addressing internal equity issues, aligning salaries with market standards and developing performance based pay practices. We can:

1. Enhance our competitiveness in the job market.
2. Improve employee satisfaction and engagement.
3. Reduce turnover risk and retain top talent.