

# Employee Data Analysis using Excel



STUDENT NAME: Rakshatha M.R  
REGISTER NO: OBEA5A6B81E932BB22B47AAD52C03F97  
DEPARTMENT: B.COM ACCOUNTING & FINANCE  
COLLEGE: SRI KANYAKA PARAMESWARI ARTS & SCIENCE  
COLLEGE FOR WOMEN



**PROJECT TITLE**

**Employee performance salary  
Analysis using excel**

# 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



The objective of this analysis is to evaluate the relationship between employee performance and salary levels within the organization.

Specifically, the goal is to identify patterns, correlations, and discrepancies that may exist between compensation and work outputs, thereby enabling the organization to make informed decisions regarding salary structures, performance evaluations, and overall employee engagement



# PROJECT OVERVIEW

- collect data on employee performance metrics, including performance reviews, KPIs, and productivity measures.
- Gather salary data for all employees, including base salary, bonuses, and other compensation forms.
- Assess job roles and responsibilities to ensure appropriate comparisons across similar positions.
- Analyze the data to identify correlations, discrepancies, and patterns between performance and salary.
- Provide actionable insights and recommendations to management for optimizing salary structures and performance incentives.

# WHO ARE THE END USERS?



- 1.HR Managers and Personnel**
- 2.Senior Management and executives**
- 3.Department Heads and Team leaders**
- 4.Finance Department**
- 5.Talent Acquisition Teams**
- 6.External consultants**



# OUR SOLUTION AND ITS VALUE PROPOSITION

Attracting Talent: A competitive and transparent salary structure positions ORU Solutions as an employer of choice in the marketplace.

- Enhancing Employee Loyalty: By recognizing and compensating employees fairly, the company can foster loyalty and long-term retention.
- Driving Performance: Linking performance to compensation encourages a culture of accountability and excellence, driving overall business success.
- Improving Organizational Reputation: Implementing fair salary practices enhances company reputation, making it easier to attract new talent and retain existing employees.

# Dataset Description

Creating a dataset for employee performance and salary analysis involves collecting various attributes that can help in drawing insights about employee performance in relation to their compensation.



# THE "WOW" IN OUR SOLUTION



When discussing the "wow" factors in your solution for employee performance and salary analysis, it's essential to highlight the unique aspects that set your approach apart, capture attention, and drive engagement.



# MODELLING

## 1. Define Objectives

Start with clear objectives:

- Identify patterns between performance and salary.
  - Determine if salaries align with performance.
- Explore factors influencing both performance and salary.

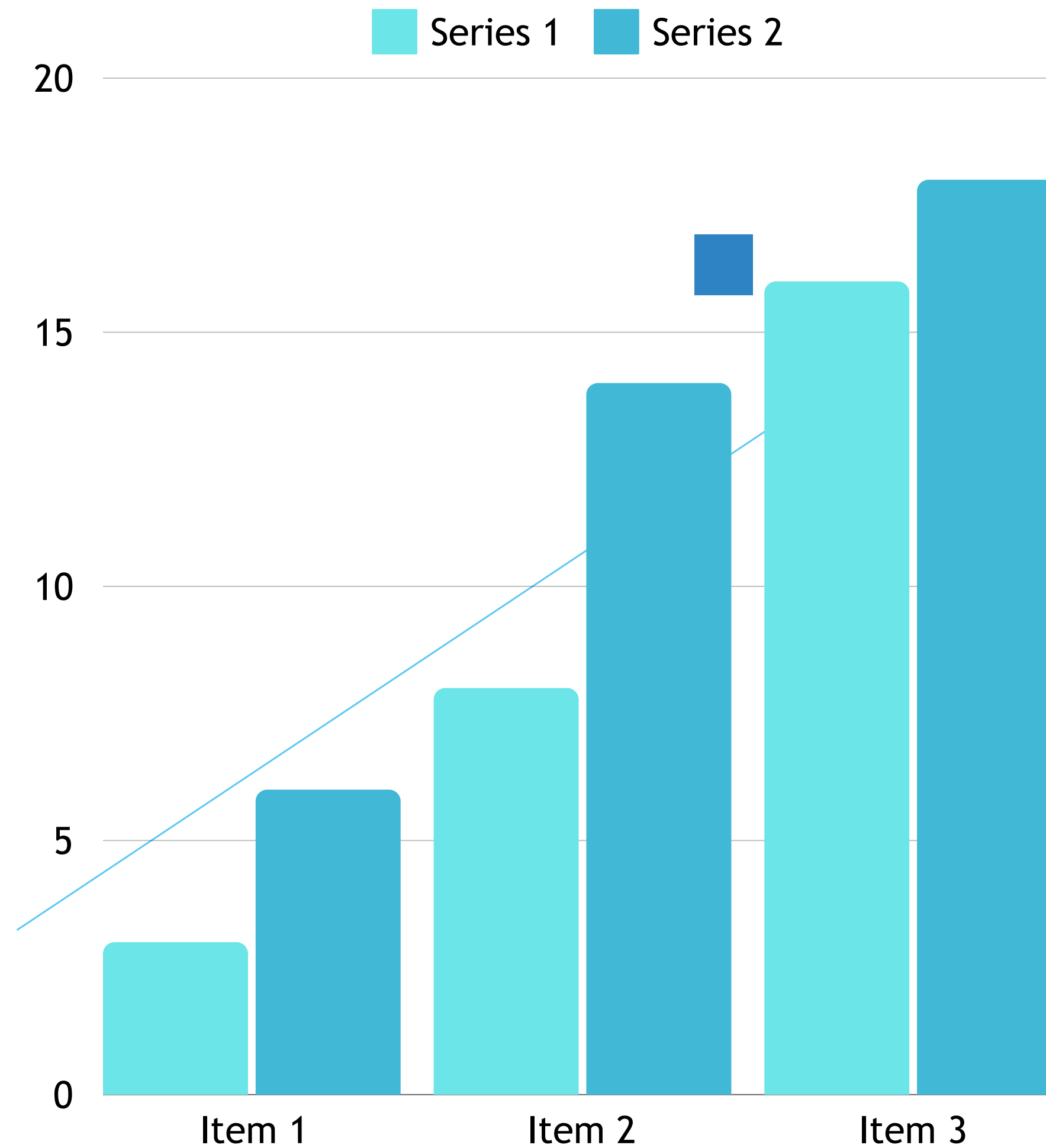
## 2. Data Collection

Gather the necessary data:

- Employee Performance Metric KPIs, reviews, sales numbers, productivity metrics, etc.
  - salary Data Base salary, bonuses, commissions, and any other perks.
  - Demographic Information: Age, gender, experience, education, etc.
- Job Roles/Departments :Different roles might have different salary structures

# RESULT

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# conclusion

In conclusion, the employee performance salary analysis serves as a crucial tool for organizations to align compensation with performance levels effectively. Through this analysis, businesses can identify high performers and ensure they are rewarded appropriately, fostering motivation and engagement within the workforce. Conversely, it also highlights areas where performance may need improvement, enabling targeted developmental strategies to uplift overall productivity.