

Employee Data Analysis using Excel



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PROJECT TITLE

Employee 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

- Discrepancies in salary distribution have been observed across different departments, roles, and demographic groups, leading to concerns about equity, employee satisfaction, and retention.



PROJECT OVERVIEW

- • The goal is to conduct a comprehensive analysis of employee salaries to identify disparities, ensure internal equity, and develop a more competitive and transparent compensation strategy.



WHO ARE THE END USERS?

- Human resources management
- Finance Department
- Compensation and Benefits Specialists
- Executive Board or C-Suite
- Recruitment Teams
- Employee Relations Teams

OUR SOLUTION AND ITS VALUE PROPOSITION



- 1. Conditional Formatting – Missing Values**
- 2. Filter– Filter Out Missing Values**
- 3. Pivot Table – Summery of Data**
- 4. Graph – Data Visualization**



Dataset Description

1. Total employees –19
2. Employees name – Text
3. Basic salary – Numerical
4. Dearness allowance – Numerical
5. Provident fund – Numerical
6. Gross salary – numerical
7. Net salary – Numerical

MODELLING

Data collection:

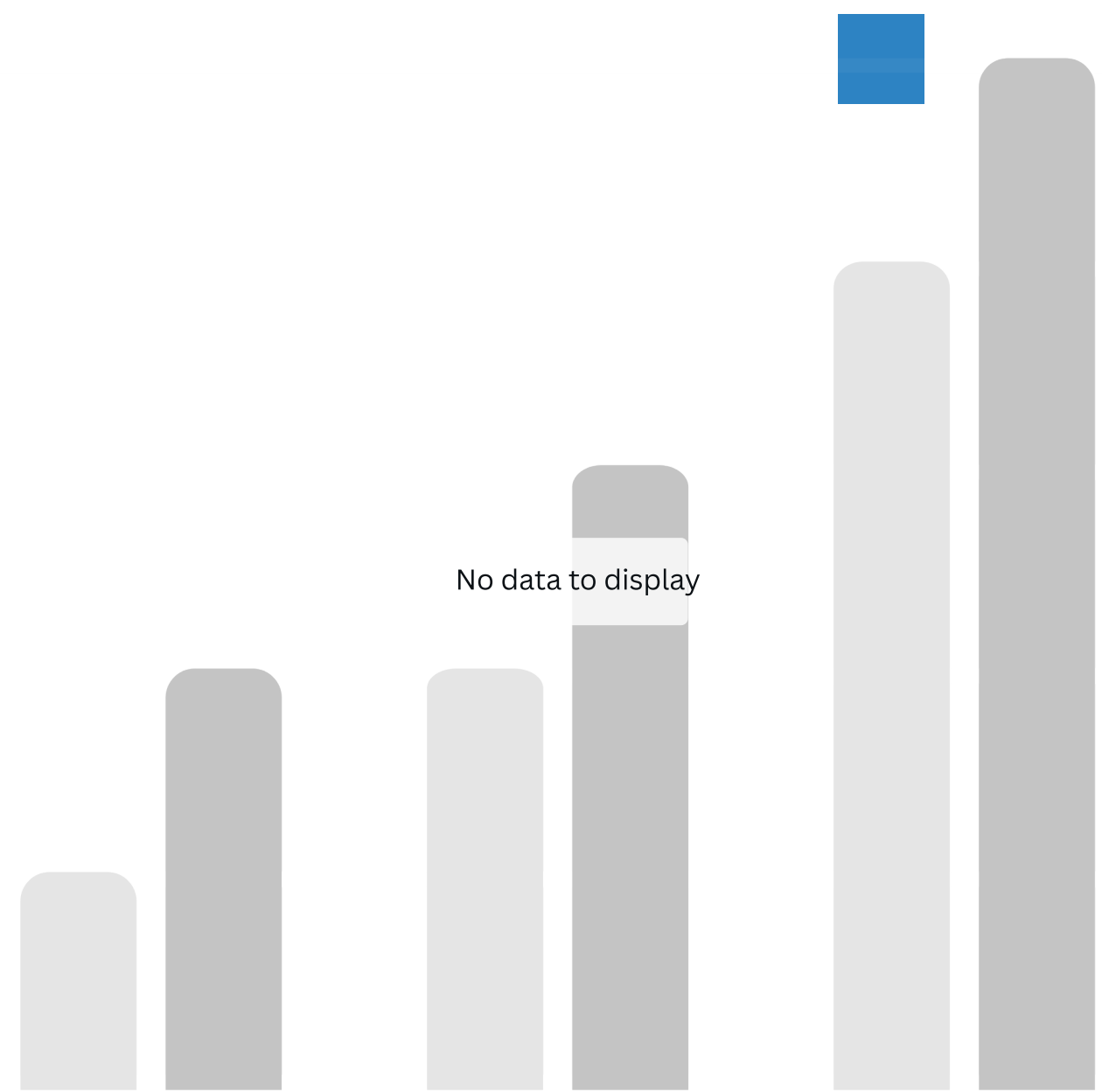
Edunet dashboard – file download

Features of collection:

- Employees name
- Basic salary
- Dearness allowance
- Provident fund
- Gross salary
- Net salary

RESULT

RESULTS



conclusion

- The analysis of employee salaries has provided a clearer understanding of the current compensation landscape within the organization.
- It has revealed the strengths and weaknesses in our salary distribution, helping to identify areas where adjustments may be necessary to ensure fairness and competitiveness