Employee Data Analysis using Excel

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PROJECT TITLE
Salary and compensation analysis through excel data modeling

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 HR department of a large corporation wants to conduct a comprehensive salary and compensation analysis to ensure internal equity, market competitiveness, and alignment with business objectives.

PROJECT OVERVIEW

•Here is a project overview for the salary and compensation analysis through Excel data modeling:

WHO ARE THE END USERS?

The end users of the salary and compensation analysis through Excel data modeling are likely to be:

1. HR Managers
2. Compensation Analysts
3. Department Heads
4. Executive Leadership
5. Finance Team
6. Recruitment Team
7. Employee Relations Team

OUR SOLUTION AND ITS VALUE PROPOSITION

Solution:
"Compensation Insights," is a comprehensive Excel data modeling framework that enables organizations to analyze and optimize their salary and compensation structures.

1. Data Integration
2. Internal Equity Analysis
3. Market Competitiveness

Value Proposition:
*Our Compensation Insights solution offers the following value proposition:

1. Data-Driven Decision Making
2. Improved Internal Equity
3. Enhanced Market Competitiveness

Dataset Description

Dataset Name: Compensation Dataset
Description:The dataset contains employee salary and compensation data, market data, and company data used to analyze and optimize the compensation structure

THE "WOW" IN OUR SOLUTION

•1. Unified View: Our solution provides a single, unified view of compensation data, combining employee, market, and company data in one place.

•2. Data-Driven Insights: With advanced data modeling, we uncover hidden patterns, trends, and correlations, enabling data-driven decisions.

•3. Customizable Dashboards: Interactive dashboards allow users to explore data, create custom views, and share insights with stakeholders.

•4. Predictive Analytics: Our solution includes predictive models to forecast future compensation trends, enabling proactive decision-making.

•5. Automated Reporting: Automated reporting saves time and effort, providing regular updates on compensation metrics.

MODELLING

Data Modeling:

1. Entity-Relationship Model (ERM): Define entities (tables) and relationships between them to represent the compensation data.
2. Dimensional Modeling: Organize data into facts (measures) and dimensions (attributes) to enable analysis and reporting.
3. Star Schema: Use a star schema to connect fact tables to dimension tables, facilitating queries and analysis.

RESULTS

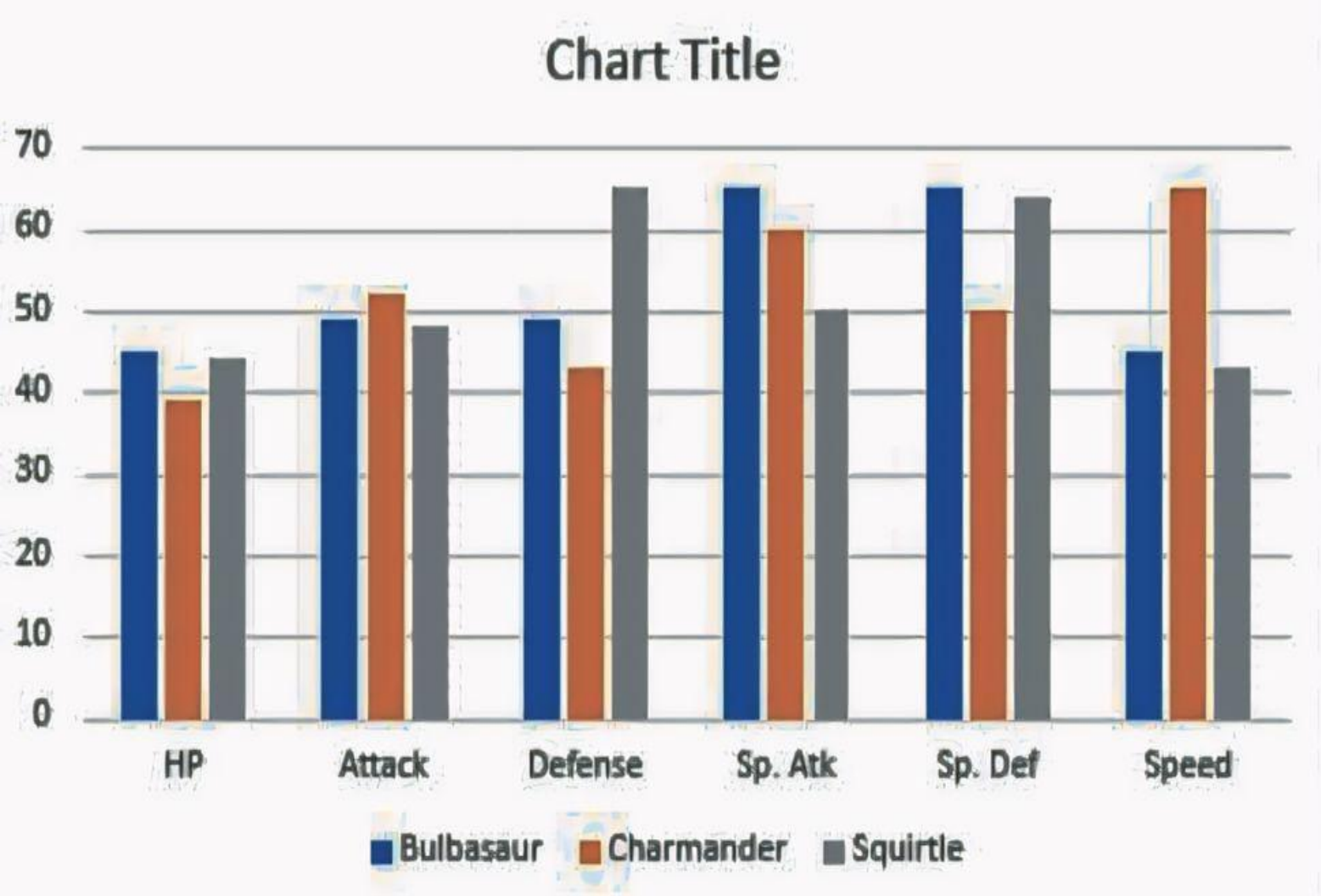
Chart Title
70
60
50
40
30
20
10
0
HP
Attack
Defense
Sp. Atk
Sp. Def
Speed
Bulbasaur
Charmander
Squirtle

conclusion

This not only fosters a more inclusive workplace but also enhances employee satisfaction and retention. Ultimately, organizations that embrace data-driven decision-making in their compensation strategies are better positioned to attract and retain top talent, thereby driving long-term success.