



Employee Data Analysis using Excel



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PROJECT TITLE

Employee Salary Analysis using Excel



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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



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PROBLEM STATEMENT

- The problem statement for employee salary analysis is that companies often overspend on new hires, which can negatively impact their financial health.
- A solution to this problem is to develop a salary prediction model that can help companies estimate the salaries of new hires.



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PROJECT OVERVIEW

- Assess Salary Distribution: Analyse how salaries are distributed across different roles, departments, and experience levels.
- Identify Discrepancies: Detect any gender, role, or department-based salary discrepancies.
- Market Benchmarking: Compare internal salary data with industry benchmarks to ensure competitive compensation.
- Performance & Salary Correlation: Investigate the relationship between employee performance ratings and salary increments.
- Future Salary Projections: Predict future salary trends and budget requirements based on current data.



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WHO ARE THE END USERS?

End user	Purpose
Human Resources (HR) Department	To ensure fair compensation, manage payroll, and make decisions on raises or bonuses.
Labor Unions or Employee Association	They may use salary data to negotiate better pay and benefits for their members.
Finance Department	They use the data for budgeting, financial planning, and controlling labor costs.
Employees	Indirectly, employees are end users as salary analysis can influence their compensation, benefits, and job satisfaction.
Department Heads/Team Leaders	To understand the compensation structure within their teams and to plan for promotions or salary adjustments.



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OUR SOLUTION AND ITS VALUE PROPOSITION



Techniques used for data analysis:

Filter – To divide the data

Formula – To calculate the average, percentage etc...

Pivot table – To summarize the data

Graphs - Visualization

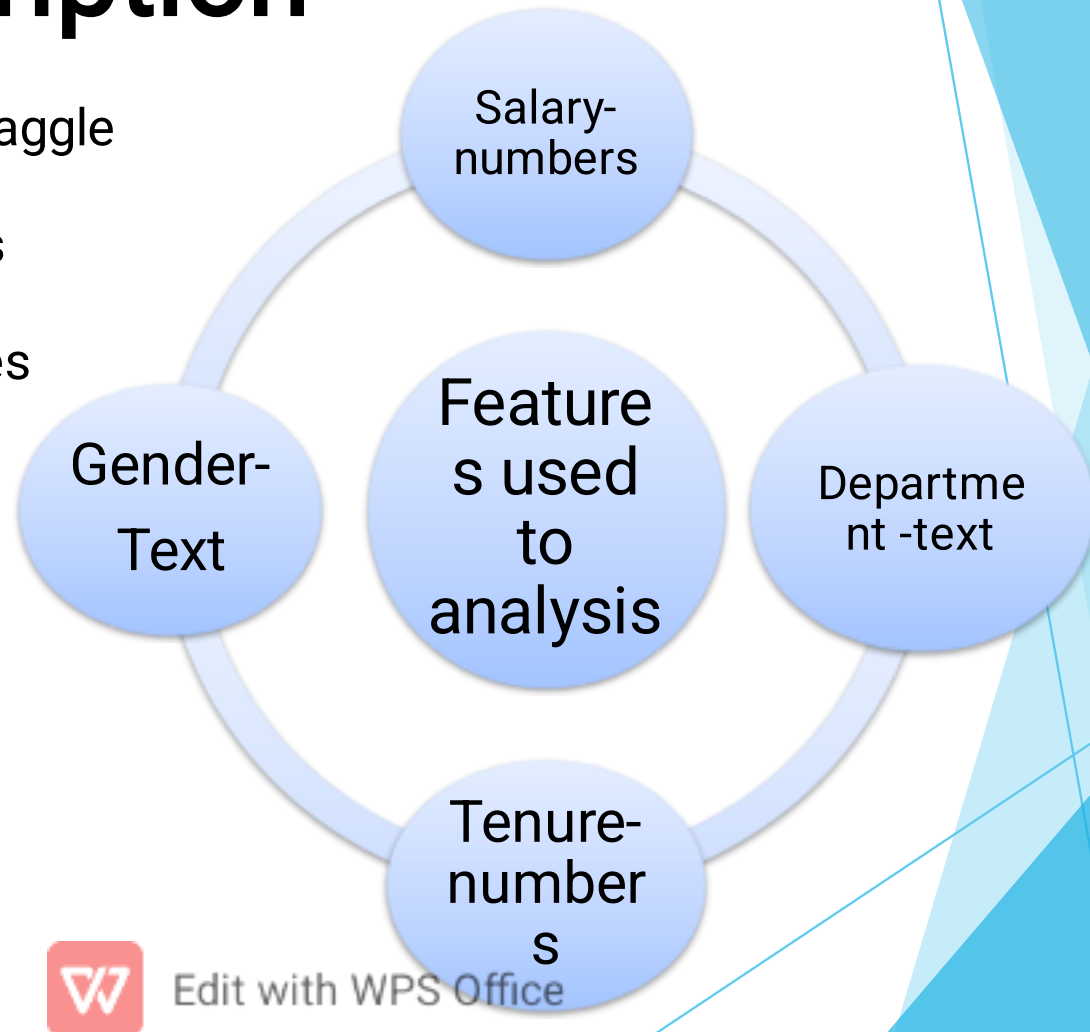
Our Employee Salary Analysis solution is a comprehensive, data-driven platform designed to assess, monitor, and optimize salary structures within an organization. The solution integrates multiple data sources, including internal salary data, market benchmarks, and performance metrics, to provide a holistic view of compensation practices.



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Dataset Description

- Employee raw data set – Kaggle
- Total features – 10 features
- Filtered features – 4 features



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THE "WOW" IN OUR SOLUTION

- ❖ **AI-Driven Insights:** Predictive analytics for future salary trends and personalized pay recommendations.
- ❖ **Real-Time Visualization:** Interactive dashboards for salary distribution and scenario analysis
- ❖ **Fairness Metrics:** Tools to ensure pay equity and industry benchmarking.
- ❖ **Employee Integration:** Incorporating feedback and career path mapping
- ❖ **Automated Compliance:** Automatic checks for legal compliance and tax optimization.
- ❖ **HR Integration:** Seamless integration with other HR tools for a unified management system.



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MODELLIN

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➤ Data Collection

- Employee Information
- Salary Data
- Performance Data
- Market Data

➤ Data Preprocessing :

- Cleaning
- Categorization
- Feature Scaling

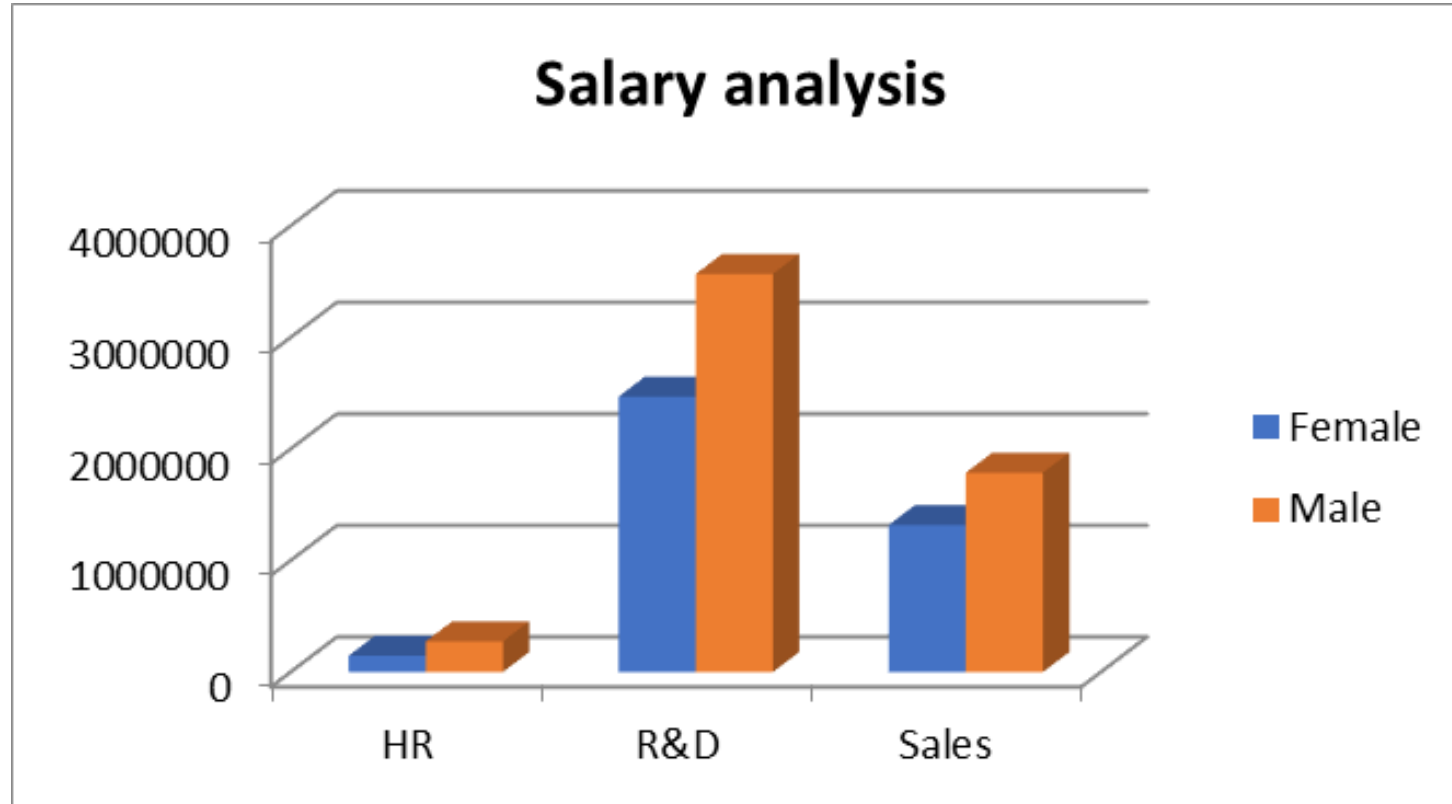
➤ Exploratory Data Analysis (EDA):

- Correlation Analysis
- Descriptive Statistics
- Visualization



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RESULT

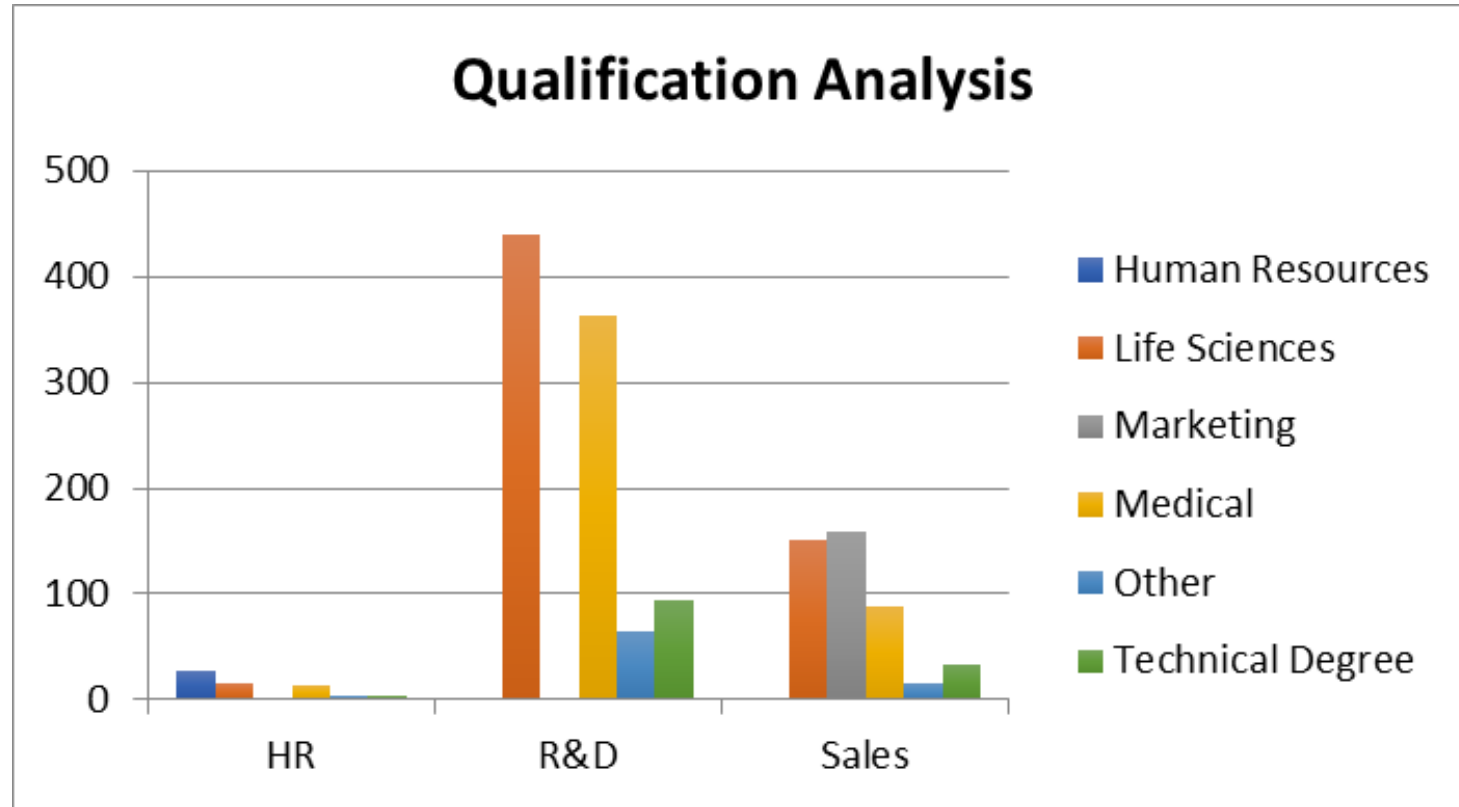


Salary analysis on the basis of gender



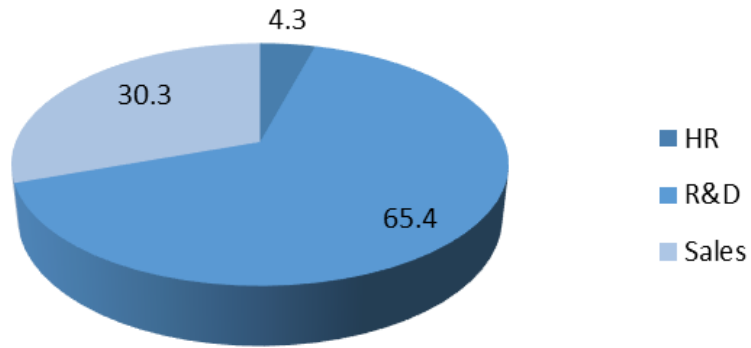
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Qualification wise employee analysis

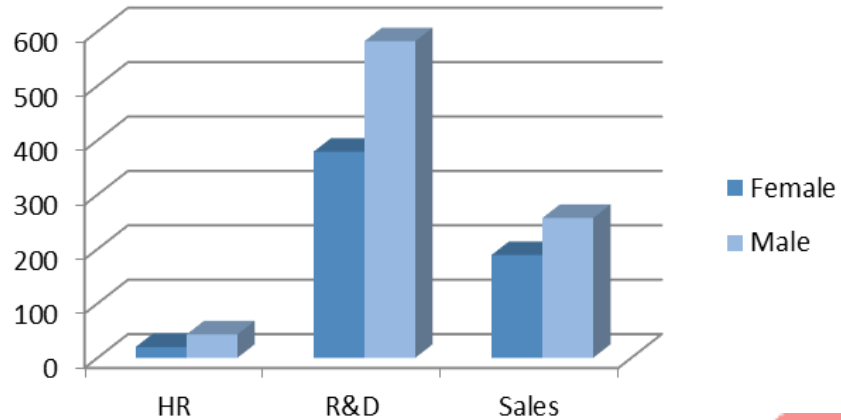


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Percentage Analysis



Percentage department salary analysis



Analysis on the basis of gender



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conclusion

In conclusion, salary analysis is a critical process for organizations to ensure fair, competitive, and equitable compensation structures. By leveraging data-driven models, companies can make informed decisions that align with their strategic goals, improve employee satisfaction, and enhance retention. Regularly updating and refining these models is essential to adapt to changing market conditions, industry trends, and organizational growth. Ultimately, effective salary analysis contributes to a balanced workforce, fostering a positive work environment and supporting long-term business success.



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