



Employee Data Analysis Project

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Overview

This project focuses on analyzing employee data to extract meaningful business insights related to salary, performance, gender diversity, departmental structure, and organizational growth. The analysis is designed to demonstrate practical data analysis skills using **Excel / SQL / Python** and follows a structured, question-driven approach inspired by real-world analytics projects.

The project answers key HR and management-related questions that help organizations make data-driven decisions.

Objectives

- Perform quick exploratory analysis on employee data
 - Understand employee details at individual and departmental levels
 - Compare salary and performance across genders
 - Calculate bonuses and analyze compensation patterns
 - Identify trends related to company growth and regional performance
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Dataset Description

The dataset contains structured employee information including:

- Employee ID & Name
- Gender
- Department
- Region / Location
- Salary
- Performance Rating
- Joining Date / Year

The dataset is cleaned and prepared for analysis and visualization.

Business Questions & Analysis

1. Quick Analysis of the Data – Basic Calculations

Objective: - Calculate total employees, average salary, minimum and maximum salary - Get a high-level overview of the dataset

2. Employee Information Finder

Objective: - Retrieve detailed information about individual employees - Analyze attributes such as salary, department, gender, and performance rating

3. Department-Level Employee Analysis

Objective: - Extend employee analysis to the department level - Evaluate department-wise headcount, average salary, and average performance rating

4. Male vs Female Employee Comparison

Objective: - Compare male and female employees based on: - Salary distribution - Performance ratings - Representation across departments

5. Annual Bonus Calculation

Objective: - Calculate annual bonuses using predefined business rules - Bonus calculation based on salary and performance ratings

6. Salary Distribution Analysis

Objective: - Analyze the salary spread across employees - Identify pay gaps, ranges, and outliers

7. Relationship Between Salary and Performance Rating

Objective: - Examine whether higher performance ratings correspond to higher salaries - Identify correlation between compensation and performance

8. Company Growth Analysis Over Time

Objective: - Analyze hiring trends over the years - Measure organizational growth based on employee count and salary growth

9. Regional Performance Scorecard

Objective: - Compare regions based on: - Employee count - Average salary - Average performance rating - Create a regional-level performance summary



Useful Links

- **GitHub Repository:** <https://github.com/your-username/employee-data-analysis>
 - **LinkedIn Profile:** <https://www.linkedin.com/in/your-linkedin-username/>
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Tools & Technologies Used

- **Excel** – Data cleaning, formulas, pivot tables, and charts
 - **SQL** – Data querying and business problem solving
 - **Python (Pandas, Matplotlib/Seaborn)** – Data analysis and visualization (*optional*)
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Key Insights

- Clear visibility into salary distribution and performance trends
 - Gender-based comparisons highlight diversity and compensation patterns
 - Departmental and regional scorecards help identify strong and weak areas
 - Growth analysis supports strategic workforce planning
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Conclusion

This project demonstrates a structured approach to employee data analysis, similar to real-world HR and business analytics use cases. It showcases skills in data exploration, business thinking, and insight generation, making it suitable for **data analyst and business analyst portfolios**.

Author

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 If you found this project useful, feel free to star the repository and connect for collaboration!