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

Objective: To analyze employee salary data to understand salary distribution, identify patterns and trends, and provide insights for strategic decision-making regarding compensation.

Key Questions:
- What is the average salary across different departments or job titles?
- Are there noticeable disparities in salaries based on gender, location, or experience?
- How does salary distribution vary across the organization?
- Are there any trends or patterns in salary changes over time?

PROJECTOVERVIEW

What We're Doing: We're diving into our salary data to figure out who's making what, and why. We'll clean up the data, crunch the numbers, and use charts to make everything easy to understand.

Our Goals:

- Break down the salary distribution.
- Spot any discrepancies or patterns in pay.
- Examine how experience and role affect salaries.
- Create visual aids to make our findings clear and actionable.

Tools We're Using:

- Excel—our trusty tool for data analysis and visualization.

WHO ARE THE END USERS?

Who Will Benefit:

- **HR Managers**: To review and improve how we handle salaries and fairness.
- **Finance Teams**: To get a handle on salary costs and budgeting.
- **Senior Management**: To make informed decisions about pay strategies.

Other Interested Parties:

- **Employees**: For transparency about how salaries are structured.
- **Data Analysts**: To get additional insights and support deeper analysis.

OUR SOLUTION AND ITS VALUE PROPOSITION

How We'll Address the Problem:

- **Data Collection**: Gather all relevant salary data.
- **Data Cleaning**: Make sure the data is accurate and consistent.
- **Analysis**: Look at the average, median, and distribution of salaries.
- **Visualization**: Create charts and graphs to illustrate what the data is telling us.
- **Reporting**: Put together a summary report and dashboard with key insights.
- **Filtering**
- **pivot table**
- **Chart**

Dataset Description

What We Have:

- **Employee ID**: Unique ID for each person.
- **Name**: Employee's name.
- **Department**: Which department they work in.
- **Employee type:** like permanent or temporary or fixed term.
- **Job Title**: Their role in the company.
- **Gender**: Their gender.
- **Location**: Where they are based.

Source: This data comes from source, like our HR system or payroll database.

MODELLING

1. Data Cleaning:
- Fix any errors, fill in missing information, and ensure everything is formatted correctly.

2. Descriptive Statistics:
- Calculate key metrics like the average and median salaries.
- Use histograms and box plots to visualize how salaries are distributed.

3. Comparative Analysis:
- Use PivotTables to break down salaries by department, role, and gender.
- Create charts to compare and visualize these differences.

4. Trend Analysis:
- Look at how salaries have changed over time using line charts.

5. Correlation Analysis:
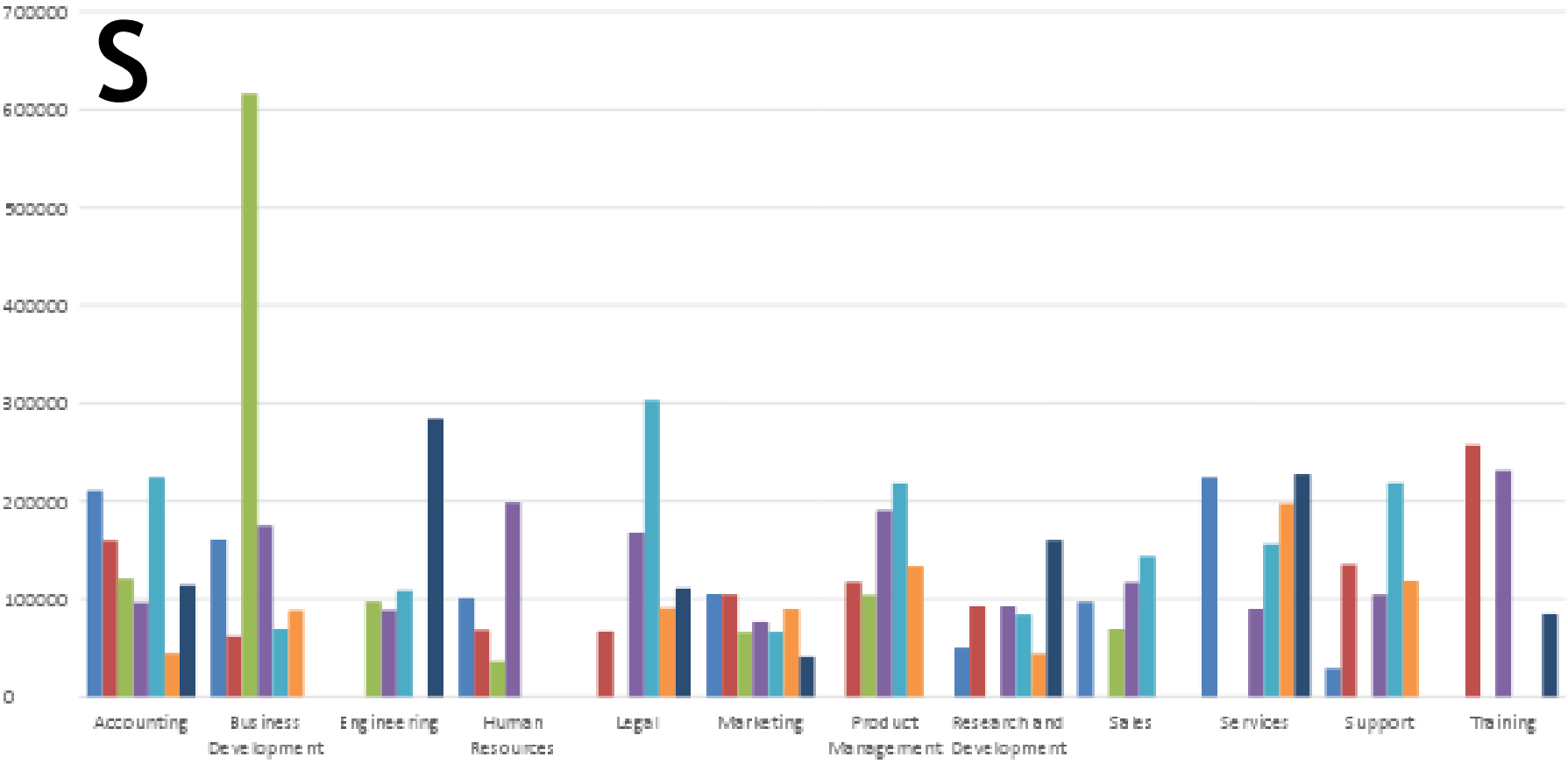- Explore how years of experience relate to salary with scatter plots.

6. Visualization:
- Build a dashboard with clear, easy-to-read charts and graphs to present our findings.

RESULTS

conclusion

Summary:

- Key insights into salary distribution and disparities.

Recommendations:

- Adjust pay structures as needed.

Next Steps:

- Further analysis if required.

Impact:

- Supports informed decision-making on compensation.