

# 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



A Compensation Analysis Report helps organizations determine the appropriate salary range for a specific job position, ensuring that the compensation offered is competitive and aligned with industry standards. A Compensation Analysis Report helps identify any pay disparities based on factors such as gender, race, or tenure



# PROJECT OVERVIEW

- The project involves analyzing salary and compensation data using Excel for data modeling. Key objectives include identifying salary trends, evaluating compensation structures, and understanding pay disparities across different roles and demographics. The data will be cleaned, processed, and visualized using Excel's advanced functions and pivot tables.



# WHO ARE THE END USERS?



The end users for salary and compensation analysis through Excel data modeling can include a variety of stakeholders within an organization, such as:

1. **\*\*Human Resources (HR) Professionals\*\***: HR teams use salary and compensation analysis to ensure competitive and fair compensation packages, identify pay gaps, and develop salary structures.
2. **\*\*Compensation and Benefits Analysts\*\***: Specialists focused on compensation design use these analyses to benchmark salaries against industry standards and make recommendations for adjustments.
3. **\*\*Finance Teams\*\***: Financial departments may analyze compensation data to budget for payroll expenses and forecast future staffing costs.



# OUR SOLUTION AND ITS VALUE PROPOSITION



Salary and compensation analysis through Excel data modeling offers a streamlined approach to understanding pay structures, identifying discrepancies, and ensuring equitable compensation. It enables data-driven decision-making by visualizing salary distributions, comparing industry standards, and forecasting payroll expenses. Excel's flexibility allows for customized analysis, easy updates, and scenario testing. This process enhances transparency, supports compliance, and drives strategic compensation planning.

# Dataset Description

Employers dataset is taken from kaggle website for the analysis of salary and compensation analysis through excel data Modeling. Here's a detailed description of the dataset structure and the significance of each data field:

1. Employee ID
2. Name
3. Gender
4. Salary
5. Start date
6. FTE
7. Employee type



# THE "WOW" IN OUR SOLUTION

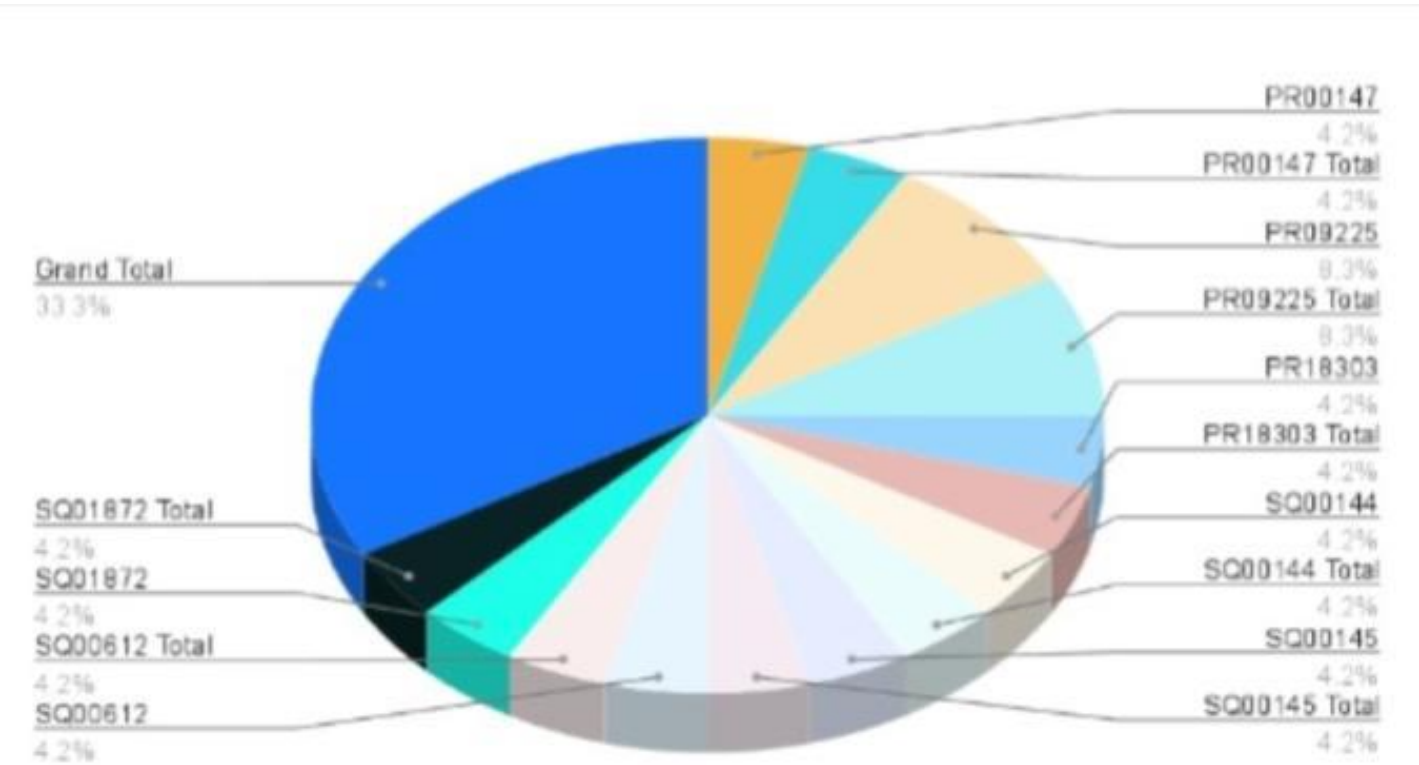
- Streamlined Data Analysis: Excel's Pivot Tables simplify the process of analyzing complex employee data, making it accessible even to non- technical users.
- Visual Impact: Automatic creation of charts and graphs enhances the clarity of insights, making key patterns and trends easy to understand
- Faster Decision-Making: The solution bridges the gap between raw data and actionable insights, enabling quicker, more informed business decisions.
- Excel's Power: This approach highlights Excel's effectiveness in turning data into valuable insights, ultimately improving organizational outcomes.



# MODELLING

1. Preparing the data and selecting the data that is needed.
2. Finding average, minimum and maximum of salary of employers.
3. Creating the chart based on average, minimum and maximum.
4. Selecting the dataset needed.
5. Click Insert and create a pivot table.
6. Add final report of pivot chart.

# RESULTS



# conclusion

A compensation system has to be aligned to the mission, vision, business strategy and organizational structure of a company to design the compensation plan in an efficient way to can achieve the goals. Businesses within the same organization will have different competitive conditions, acquire different business strategies, and design compensation strategies. A general compensation plan consists of three components: a base compensation, rewarding incentives, and indirect compensation in form of benefits .