The background is a solid dark green color. It is decorated with stylized, light green leaf patterns. On the left and right sides, there are branches with small, oval-shaped leaves. At the bottom corners, there are larger, more detailed leaf patterns, including some that look like banana leaves.

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PROJECT TITLE

# Employees Salaries Analysis using Excel

(Among various departments)



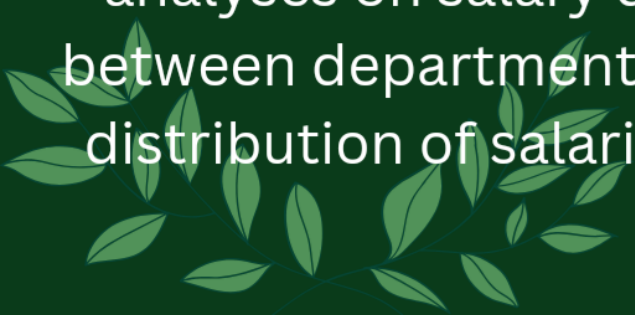
# Agenda

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

## PROBLEMSTATEMENT

Annual salary information including gross pay and overtime pay for all active, permanent employees of Montgomery County, MD paid in calendar year 2023.

This dataset is a prime candidate for conducting analyses on salary disparities, the relationship between department/division and salary, and the distribution of salaries across gender and grade levels.



## PROJECT OVERVIEW :

Employee Data Analysis focuses on collecting and interpreting data to improve workforce decision- making. Key areas include tracking performance, employee growth, and retention.

It helps assess compensation, engagement, and satisfaction levels.

This analysis supports better workforce planning and enhances employee motivation.

Ultimately, it aligns individual progress with overall organizational growth.



Some analysis to be performed with this dataset can include:

**Gender Pay Gap Analysis:** An examination of salary differences between genders within similar roles, grades, and departments to identify any disparities that need to be addressed.

**Departmental Salary Analysis:** Analyzing the distribution of salaries across different departments and divisions to understand how compensation varies within the organization.

**Impact of Overtime and Longevity Pay:** Evaluating how overtime and longevity pay contribute to the overall compensation of employees and identifying trends or patterns in these payments.:

## OUR SOLUTION AND ITS VALUE PROPOSITION:



Conditional formatting - Missing values  
Filter - Filter out missing values

Pivot table - summary of data  
Graph - Data visualization

## Dataset Description

Employee dataset - Kaggle

Features - 26

Considered - 9

Employee I'D - Numerical

First Name - Text

Employee Type

Performance level

Gender - male and female

Employee rating - Numerical





## MODELLING

### Data collection

- 1) Download - gaggle
- 2) Edunet dashboard - File download

### Features collection

- 1) Employee I'D
- 2) First Name
- 3) Employee Type
- 4) Performance level
- 5) Gender - Male and female
- 6) Employee rating

### Data cleaning

- 1) Missing values identification
- 2) Filter out missing values

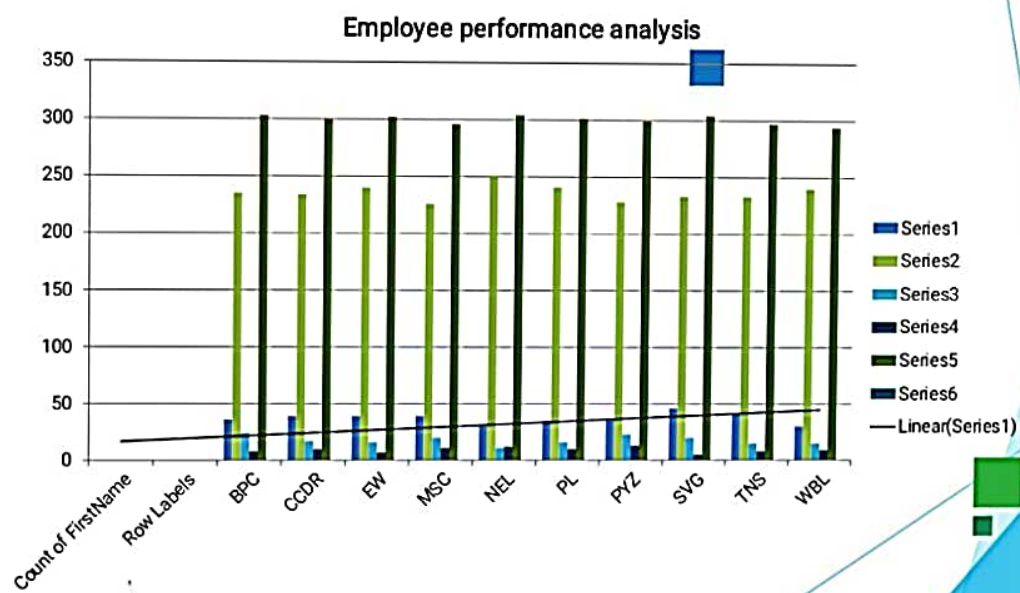
### Summary

- 1) Pivot Table - Summary of Data

### Data visualization

- 1) Graph - Data visualization

# RESULTS





## conclusion

Effective employee data analysis is vital for organizations aiming to balance employee growth with organizational success. By thoroughly evaluating factors such as performance, appreciation, promotions, and increments, companies can drive motivation and productivity. This approach not only enhances job satisfaction but also creates a work environment that fosters continuous personal development and aligns with the organization's long-term goals. In conclusion, data-driven strategies empower organizations to support individual and collective growth.