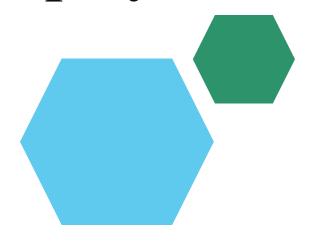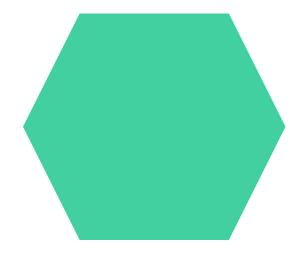# Employee Data Analysis using Excel

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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

- A detailed understanding of the current salary distribution within the organization.
- Identification of any salary disparities and inequities.
- Actionable recommendations for salary adjustments and policy changes.
- Enhanced ability to make data-driven decisions related to compensation and employee retention.

PROJECT OVERVIEW

Objective: Analyze salary distribution to identify disparities and improve compensation practices.
Data Fields:– Employee Info: ID, Name, Gender, Department, Start Date– Compensation: Salary, Employee Type (Full-time, Part-time), FTE– Location: Work Location
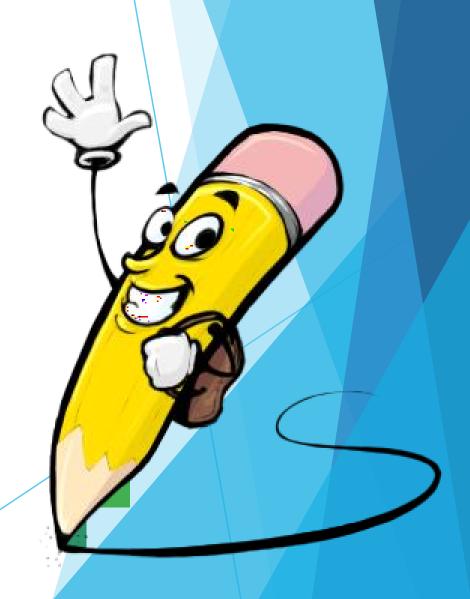Pivot Table Setup:– Values: Average, Sum of Salary– Filters: Work Location, Employee Type–
Rows: Department, Gender, FTE–
Columns: Work Location, Employee Type
Expected Outcomes:– Understand salary distribution– Identify gender and location-based pay gaps– Provide insights for fair pay practices

WHO ARE THE END USERS?

- HR Team: For fair compensation practices and salary adjustments
- Management & Executives: To make strategic decisions on budgeting and employee retention.
- Finance Department: To manage payroll budgets and financial planning.
- Department Heads: To evaluate salary structures within their teams.
- Diversity & Inclusion Committees: To address pay equity issues.

OUR SOLUTION AND ITS VALUE PROPOSITION

- Excel Pivot Tables: For dynamic data analysis and visualization.
- Excel Functions: Such as AVERAGE, SUM, and COUNT to calculate salary metrics.
- Conditional Formatting: To highlight salary disparities and trends.
- Charts and Graphs: For visual representation of salary distribution and comparisons.

Dataset Description

Source: Kaggle
Total Features: 26
Selected Features: 9Features
Values:
  1. Employee ID: Unique identifier for each employee.
  2. Name: Employee's full name.
  3. Gender: Gender of the employee (e.g., Male, Female).
  4. Department: Department where the employee works.
  5. Salary: Employee's salary.
  6. Start Date: Date when the employee started.
  7. FTE: Full-Time Equivalent status (e.g., Full-time, Part-time).
  8. Work Location: Geographic location of the employee's workplace.
  9. Employee Type: Type of employment (e.g., Full-time, Contract).

THE "WOW" IN OUR SOLUTION

Actionable Insights: Provides clear, actionable insights into salary distribution and disparities.-

Customizable Analysis: Dynamic pivot table allows for tailored analysis by department, location, and employee type.

Equity Focused: Identifies and highlights potential pay gaps by gender and other factors, promoting fair compensation.

Visual Clarity: Utilizes charts and graphs for easy visualization of complex salary data.

Data-Driven Decisions: Supports strategic decision-making with precise, data-driven recommendations for salary adjustments and budgeting.

MODELLING

- Data Collection : Source: Kaggle
- Dataset Selected Features: Employee ID, Name, Gender, Department, Salary, Start Date, FTE, Work Location, Employee Type
- Data Preparation:
  - Cleaning & Formatting: Ensure accuracy and consistency.
  - Filtering: Focus on relevant features.
  - Pivot Table Setup:
    Values: Sum, Average of Salary
    Filters: Work Location, Employee Type
    Rows: Department, Gender, FTE
    Columns: Work Location, Employee Type
  - Analysis:
    Distribution: Examine salary across departments and locations.
    Disparities: Identify pay gaps by gender and other factors.
  - Visualization:Charts: Bar, pie, and histograms.
    Formatting: Highlight key trends.
    Reporting:
  - Summary: Key findings and actionable insights.
    Recommendations: For fair compensation practices.

RESULT

Conclusion

The Employee Salary Analysis provides valuable insights into salary distribution, highlighting disparities and trends.

Key findings include notable differences in salaries across departments, work locations, and gender, as well as variations by employee type and tenure.

Key Takeaways :

Identify and Address Pay Gaps: Implement strategies to correct gender and location-based salary disparities.

Informed Decision-Making: Use data-driven insights to guide fair compensation practices and budgeting.

Strategic Enhancements: Leverage findings to improve employee satisfaction and retention through equitable salary adjustments.

Overall, the analysis supports strategic HR and financial planning, fostering a more transparent and fair compensation structure.