



DEPARTMENT SALARY DATA ANALYSIS



Total Emoloyees

505

Total Salary

4.54M

Maximum Salary

11.50K

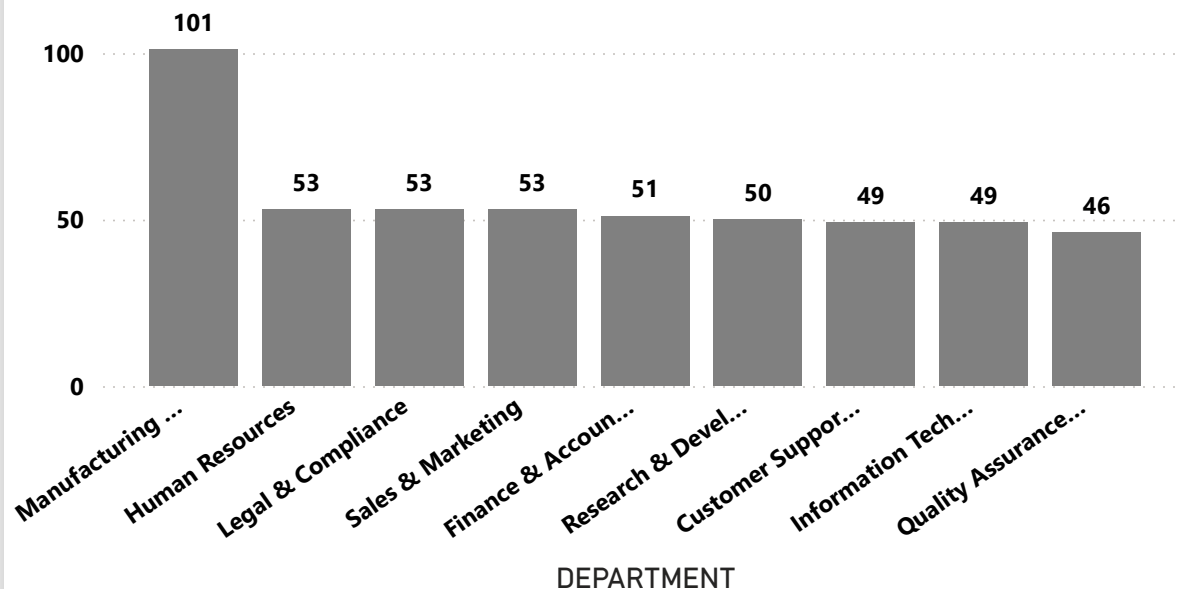
Minimum Salary

6.40K

Facts:

- 1) Total salary of all department is \$4.5M.
- 2) Manufacturing and Production has the highest number of employees as 101.
- 3) HR, Legal & Finance has over 10% of the workforce.

Number of Employees by Department

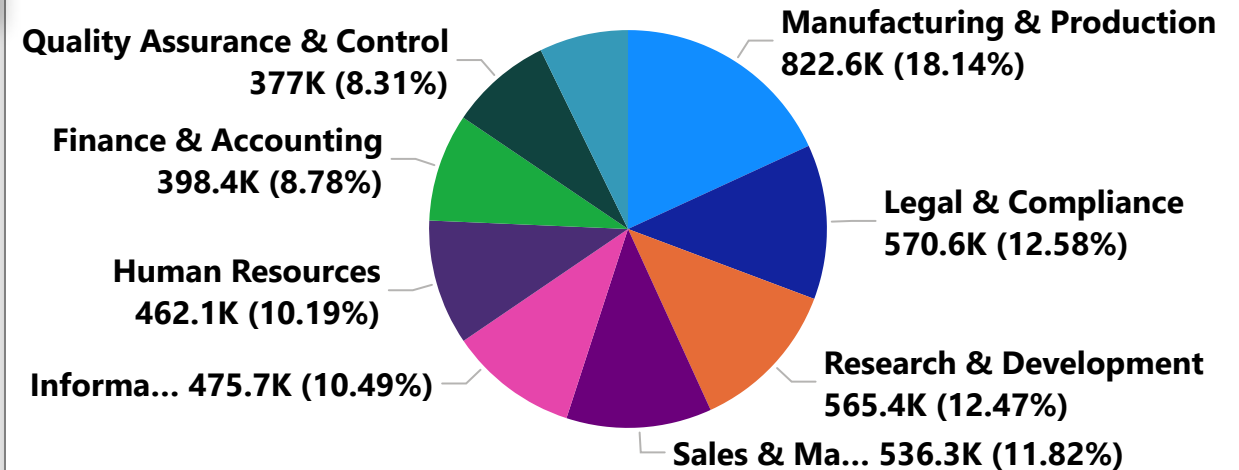


All

Dept_Total_Salary

Dept_Total_Emps

Total MONTHLY_SALARY by DEPARTMENT



DEPARTMENT

Sum of MONTHLY_SALARY

Customer Support & Service	3,27,700.00
Finance & Accounting	3,98,400.00
Human Resources	4,62,100.00
Information Technology	4,75,700.00
Legal & Compliance	5,70,600.00
Manufacturing & Production	8,22,600.00
Quality Assurance & Control	3,77,000.00
Research & Development	5,65,400.00
Total	45,35,800.00

DEPARTMENT

All

Total Salary of All Departments

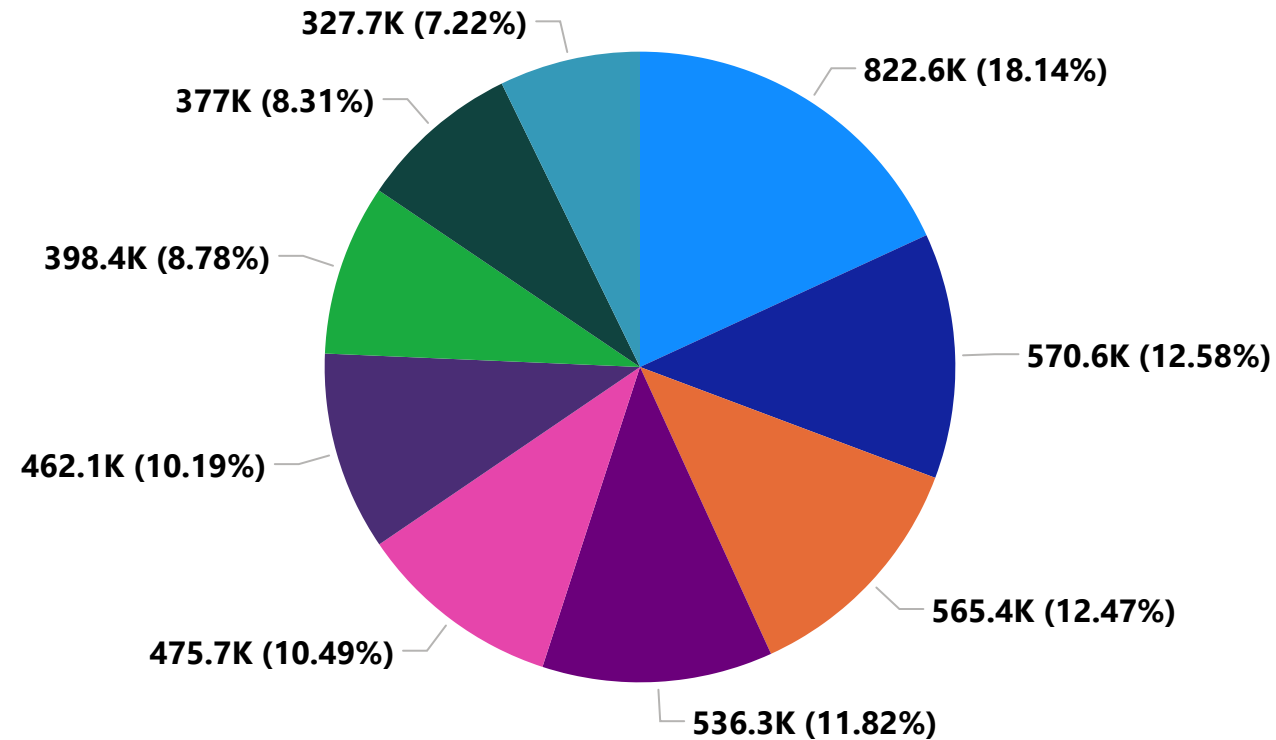
4.54M



Total MONTHLY_SALARY by DEPARTMENT

DEPARTMENT

- Manufacturing & Production
- Legal & Compliance
- Research & Development
- Sales & Marketing
- Information Technology
- Human Resources
- Finance & Accounting
- Quality Assurance & Control
- Customer Support & Service



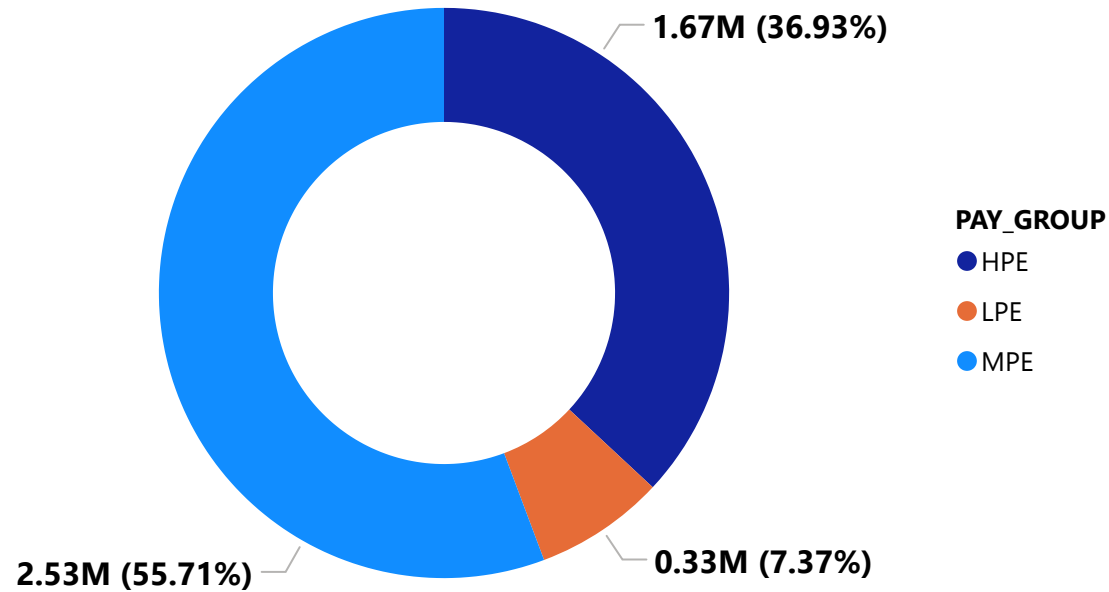
- 1) Manufacturing and Production department has the maximum salary payout of \$822k.
- 2) Legal and Compliance departments are the 2nd highest salary paying department.
- 3) Customer Support Service department is the lowest in paying salary.

Total number of employee in all departments

505



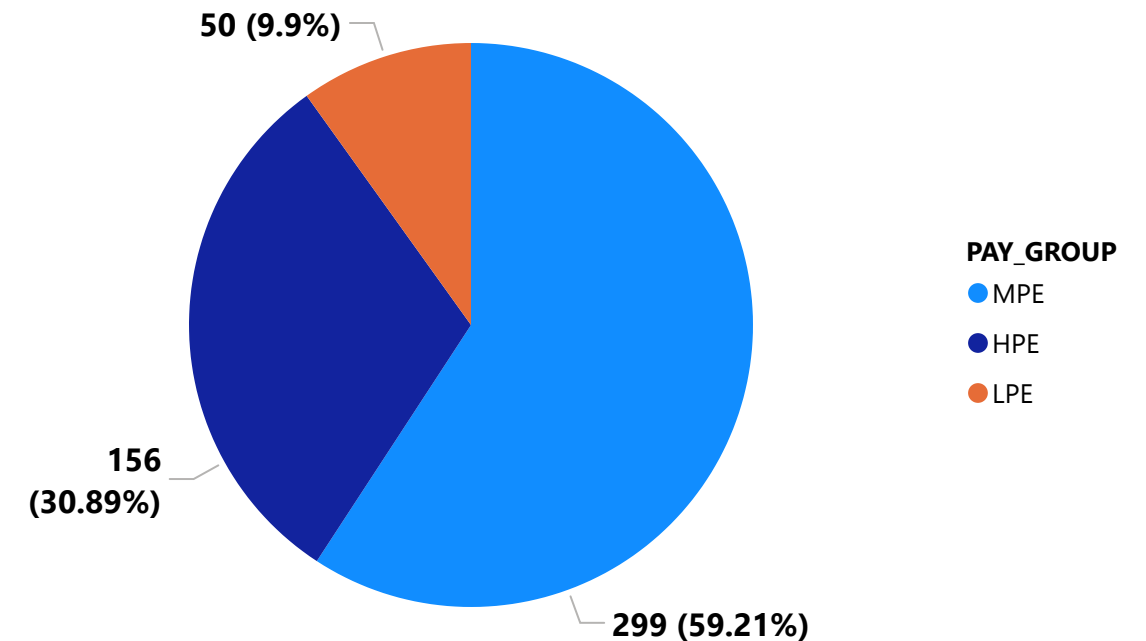
Total Monthly Salary by Pay_Group



HPE - Highest paying employee (salary > 10000).
MPE - Medium paying employee(salary >7000).
LPE - Lowest paying employee (salary < 7000).

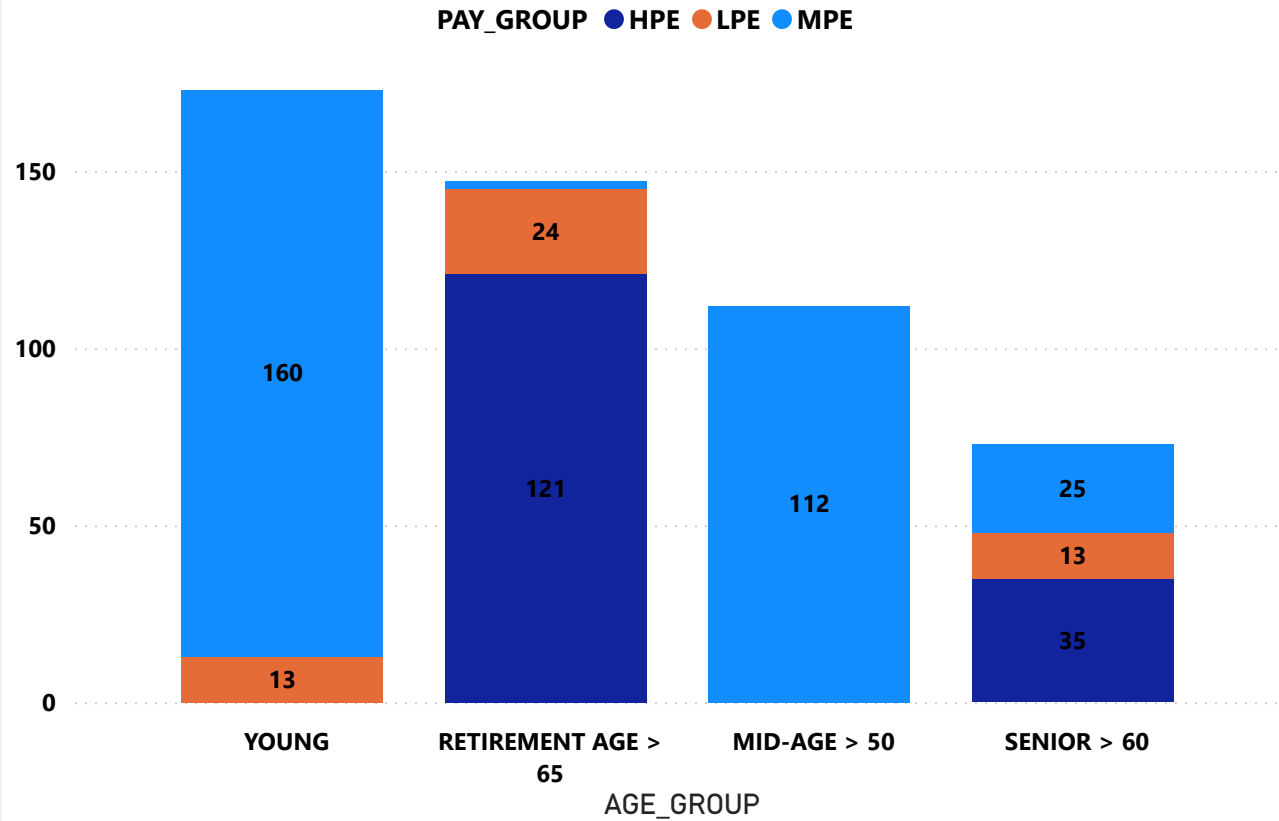
- 1) Total monthly salary for HPE's - \$1.6M.
- 2) Total monthly salary for MPE's - \$2.5M.
- 3) Total monthly salary for LPE's - \$0.33M

Total number of employees by Pay_Group

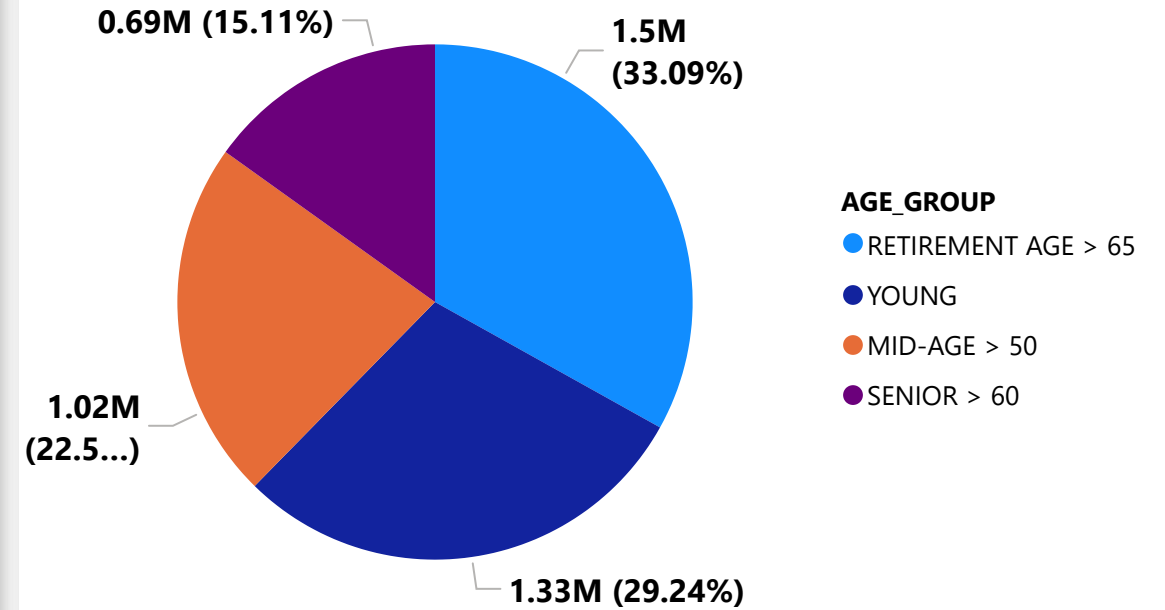




Number of Employees by Age_Group and Pay_Group



Total monthly salary by Age_Group



Recommendations:

- 1) Offer early retirement with benefits.
- 2) Lower yearly hike in salary for HPEs and MPEs.
- 3) Stop recruiting in the over staffed departments.
- 4) Recruitment preference will be for MPE or LPE to HPEs.
- 5) Encourage internal department transfers than new recruitment.