

Employee Data Analysis using Excel



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PROJECT TITLE



**Salary and compensation analysis through
Excel data modelling**



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

The goal of this analysis is to examine and evaluate employee salary data within an organization to identify trends, disparities, and areas for improvement. This involves assessing factors such as salary distribution across different roles, departments, and levels of seniority, as well as comparing salaries with industry benchmarks. The analysis aims to provide insights into pay equity, compensation structures, and potential adjustments needed to ensure fair and competitive remuneration practices



PROJECT OVERVIEW

- Data Collection
- Data Preparation
- Descriptive Analysis
- Comparative Analysis
- Equity Assessment
- Trend Analysis
- Reporting
- Recommendations



WHO ARE THE END USERS?

Human Resources (HR) Professionals: They use the analysis to make informed decisions about salary structures, adjustments, and compensation policies, ensuring fairness and competitiveness. Compensation and Benefits Managers: These professionals leverage the insights to design and refine compensation packages and benefit programs. Executive Leadership: Senior executives and management use the analysis to align compensation strategies with organizational goals and budgets. Finance Teams: They use the analysis for budgeting and forecasting salary expenses and ensuring financial sustainability. Employees: While not directly involved in the analysis, employees may benefit from transparent and equitable compensation practices resulting from the analysis. Recruitment Teams: They use the findings to attract and retain talent by offering competitive salaries and benefits packages. External Auditors or Consultants: If involved, they use the data to provide recommendations or validate the organization's compensation practices against industry standards

OUR SOLUTION AND ITS VALUE PROPOSITION



Conditional formatting using an bonus



Dataset Description

1. Downloaded employee data set using-Kaggle

2. Features used: Employee id, Name, Gender, Department, Salary, Start Date, FTE, Employee

THE "WOW" IN OUR SOLUTION



Conditional formatting using an bonus

Pivot table, bar graph, pie chart

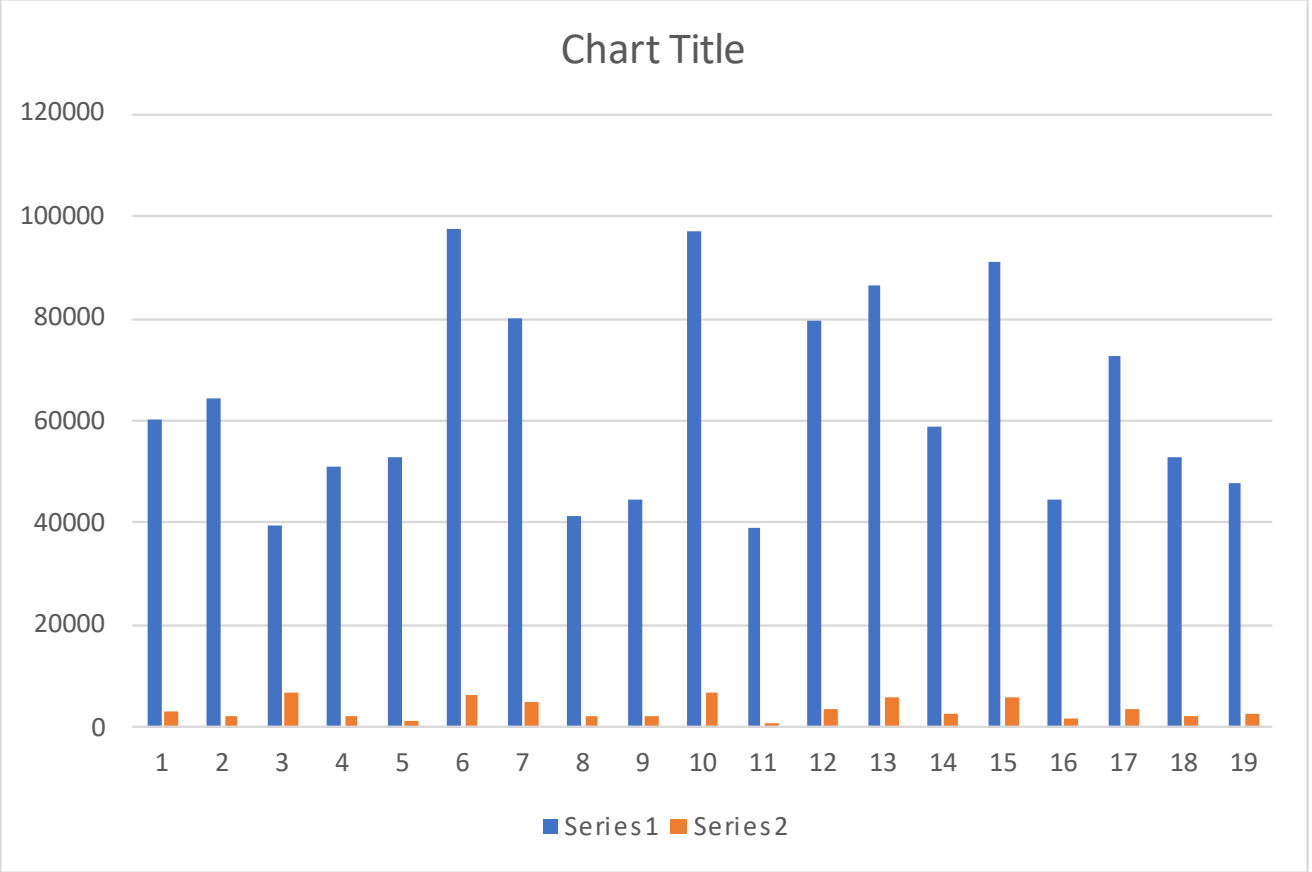
Highlighting the features



MODELLING

1. Downloaded employee data sheet from Kaggle
2. Selected 20 data set in the downloaded data sheet and created a new data sheet
3. Highlighted the features used in the data sheet
4. Select the employee salary and done the bones status
5. Create the pivot column and created bar graph
6. Made analysis using the bar graph

RESULTS



conclusion

In conclusion, the analysis of salary and compensation through Excel data modeling provides valuable insights into organizational compensation structures and pay equity. By leveraging Excel's powerful data manipulation and visualization capabilities, we can identify trends, disparities, and opportunities for optimization in compensation practices.