Employee Data Analysis using Excel

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PROJECT TITLE

Employee Performance 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

1. Inefficient salary structure
2. Potential disparities and biases
3. Difficulty attracting and retaining top talent
4. Lack of data-driven decision-making

PROJECT OVERVIEW

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- Collect and integrate salary data from various sources
- Conduct descriptive, inferential, and predictive analytics
- Develop a fair and competitive salary structure framework
- Provide recommendations for salary adjustments and policy updates.

WHO ARE THE END USERS?

HR department, Finance Team, Employee Relation Team, Business Unit Leaders, Executive Leadership.

OUR SOLUTION AND ITS VALUE PROPOSITION

A comprehensive framework for salary structures, ensuring fairness, competitiveness, and alignment with industry standard. A model identifying factors influencing salary, predicting future trends, and informing strategic decisions.Optimize salary costs while maintaining competitiveness.Foster a positive work environment by addressing salary concerns.

DATASET DESCRIPTION

This dataset contains comprehensive information on employee salaries, demographics, and job-related characteristics. It is used to analyze and optimize salary structures, identify trends, and inform strategic decisions.

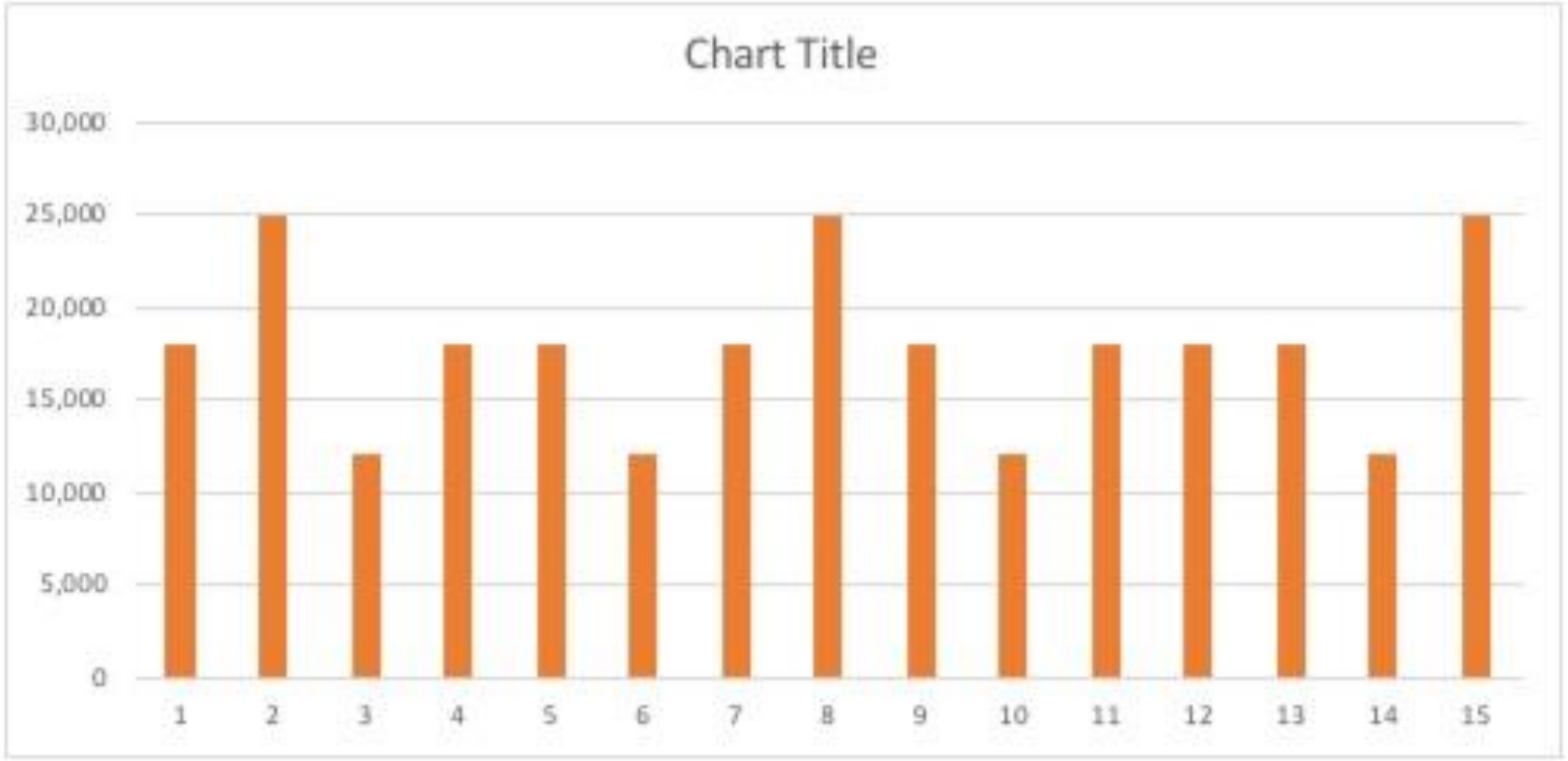
THE WOW IN OUR SOLUTIONS

Determine if salaries are competitive with industry standards.Optimize salary costs while maintaining competitiveness. Ensure compliance with labor laws and regulations.

MODELLING

Analyze relationships between salary and factors like experience, education, job title, and department. Identify complex interactions between factors and salary.Group employees with similar characteristics and salaries.Predict salary based on non-linear relationships between factors.Combine multiple linear regression models to predict salary.

RESULTS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CONCLUSION

The employee salary analysis project aimed to develop a data-driven approach to optimize salary structures, ensure fairness and competitiveness, and inform strategic talent management decisions