DATA ANALYSIS FOR SALARIES OF SAN FRANSICSO EMPLOYEES

AGENDA

- ❑ OBJECTIVE
- ❑ DATA OVERVIEW
- ❑ ANALYSIS AND FINDINGS
- ❑ SUMMARY

OBJECTIVE

❑The project aims to analyze employee compensation data , including Base Pay , Overtime Pay , Other Pay , Benefits , and their relation to Total Pay and Total Pay Benefits.

DATA OVERVIEW

This Dataset contains more than 300k employee records found in San Francisco from 2011 to 2018. Complete and accurate information is necessary to increase public understanding of government and help decision makers, including elected officials and voters, make informed decisions

Columns in the dataset:

● Employee Name: Name of the employee.

● Job Title: Title of the job.

● Base Pay: Base salary pay.

● Overtime Pay: Pay for overtime work.

● Other Pay: Any other types of compensation.

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● Benefits: Benefits provided to the employee.

● Total Pay: The total pay without benefits.

● Total Pay Benefits: Total pay with benefits included.
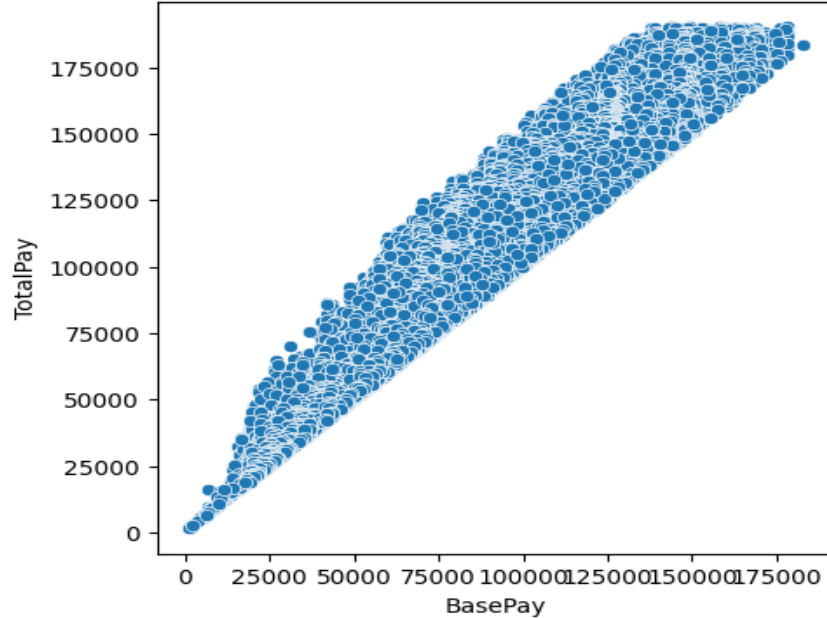
● Year : The year of the payroll record

COMPENSATION OVER TIME

- The records for the compensation we have from year 2012 to 2018

- As from the findings, All the chart for each compensation type increases over the years (except for otherpay & benefits chart) .
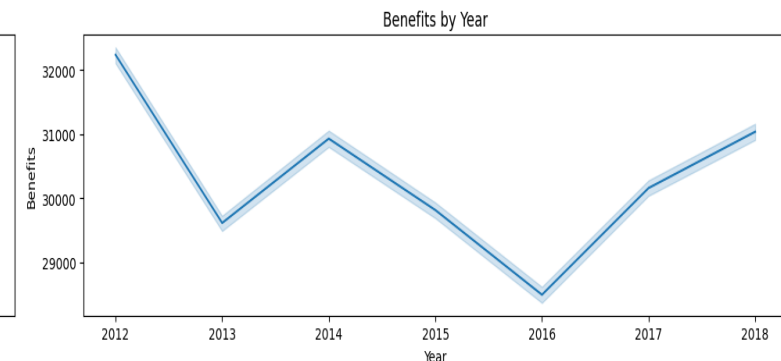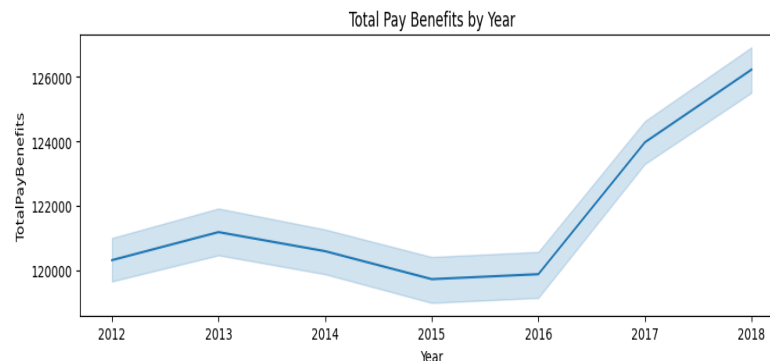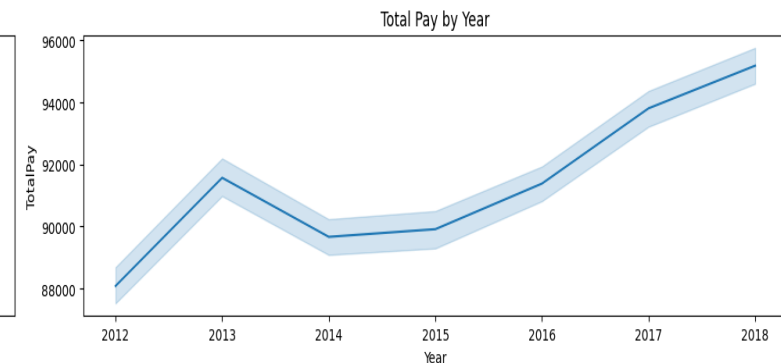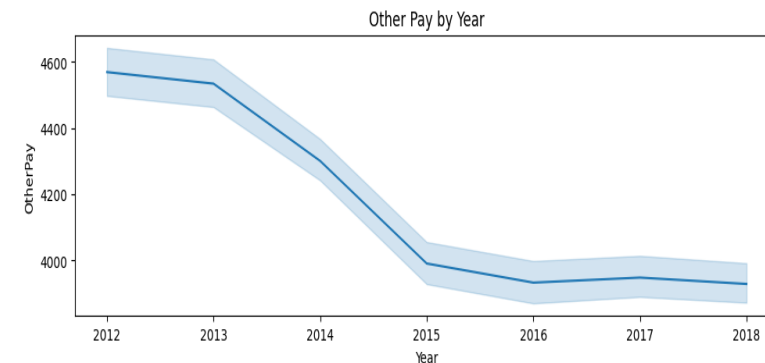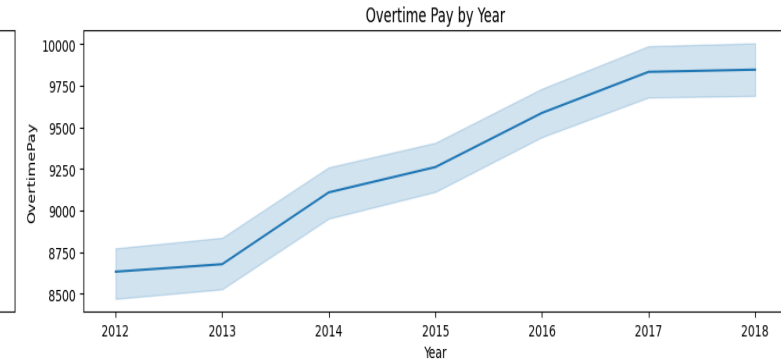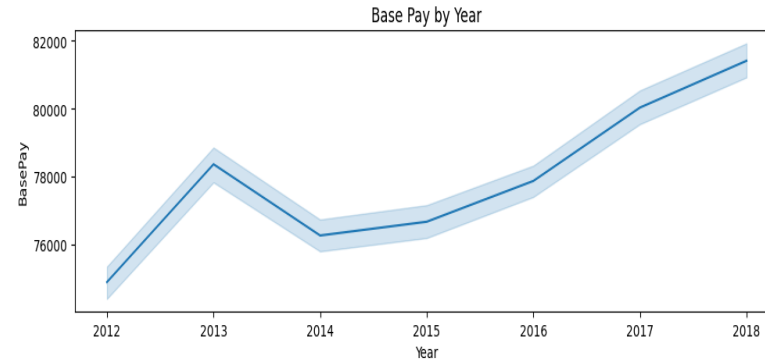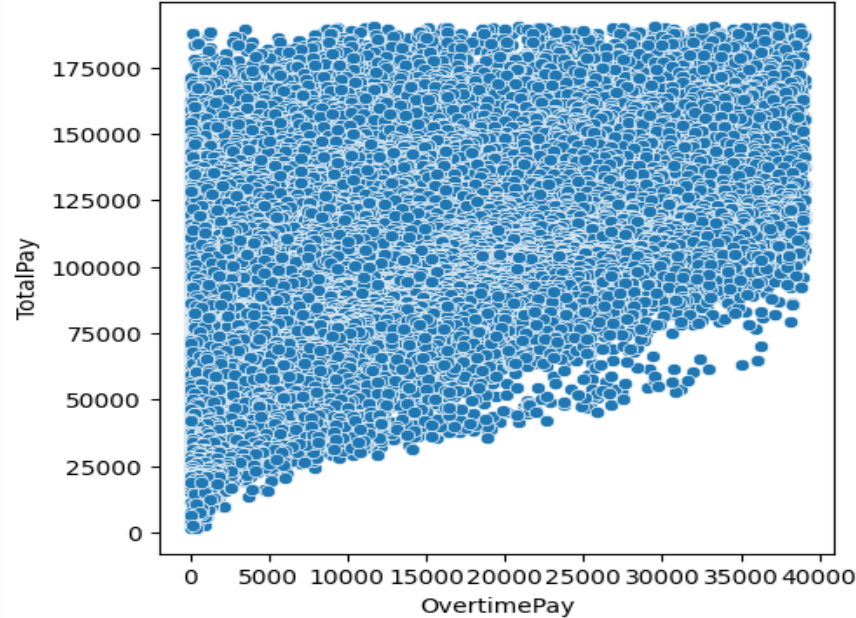
RELATIONSHIP BETWEEN EACH COMPENSATION TYPE AND TOTAL PAY

Relationship between BasePay and TotalPay

Relationship between OvertimePay and TotalPay

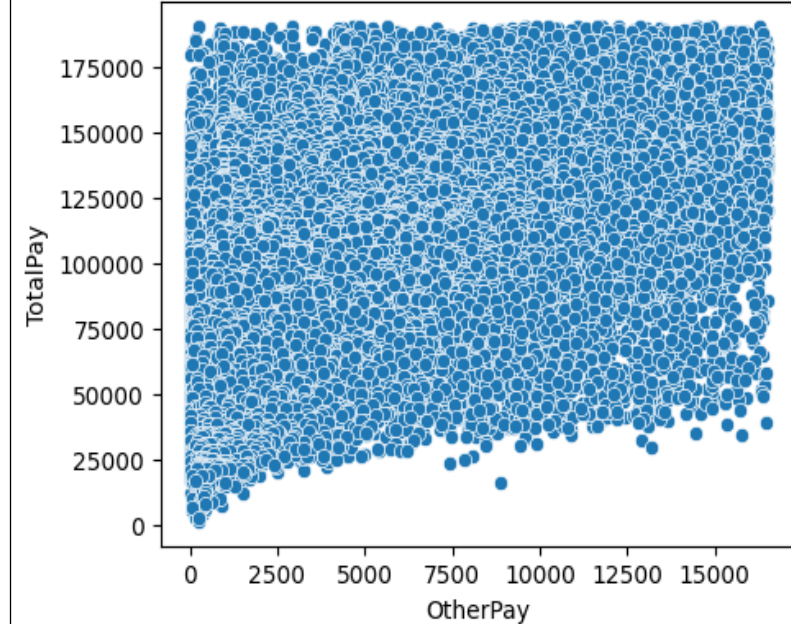Relationship between OtherPay and TotalPay

- Increasing linear relation , also the spread indicates that other compensation like Overtime pay and other pay significantly effect the Total Pay.
- A positive correlation.

- The plot between **Overtime Pay** & **Total Pay** shows how extra earnings from over time contribute to overall compensation.
- The spread of points indicates that some employees receive much higher Total Pay due to significant overtime, while others have low or no overtime.
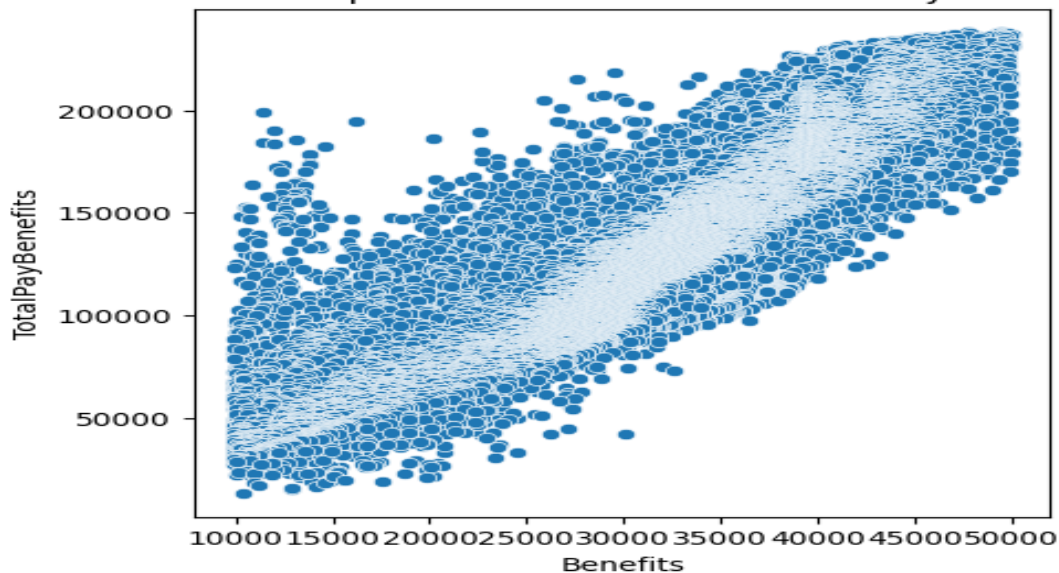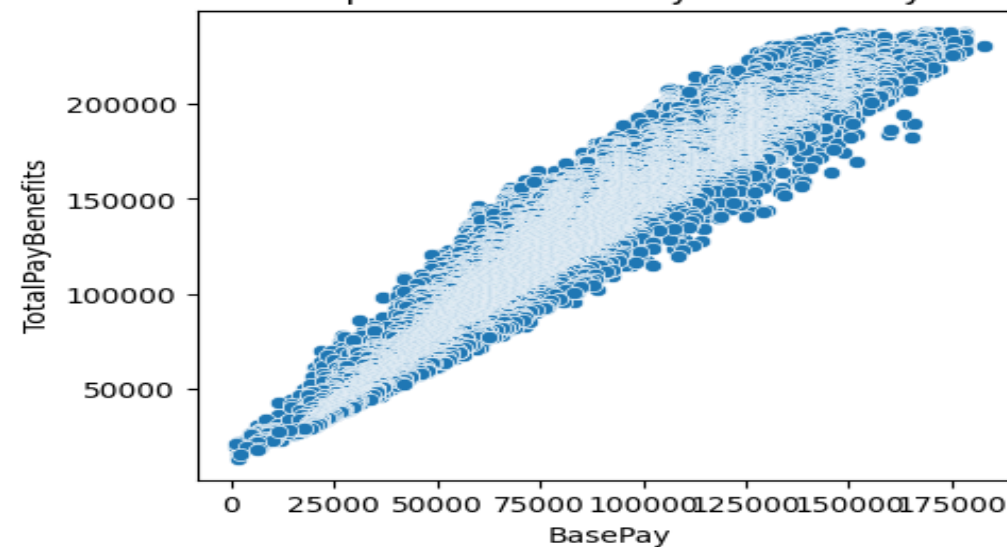
- The plot shows how additional earnings (such as bonuses or allowances) contribute to overall compensation.
- The spread of points indicates that for many employees, Other Pay is a small part of Total Pay, while for some, it can significantly increase their total earnings.
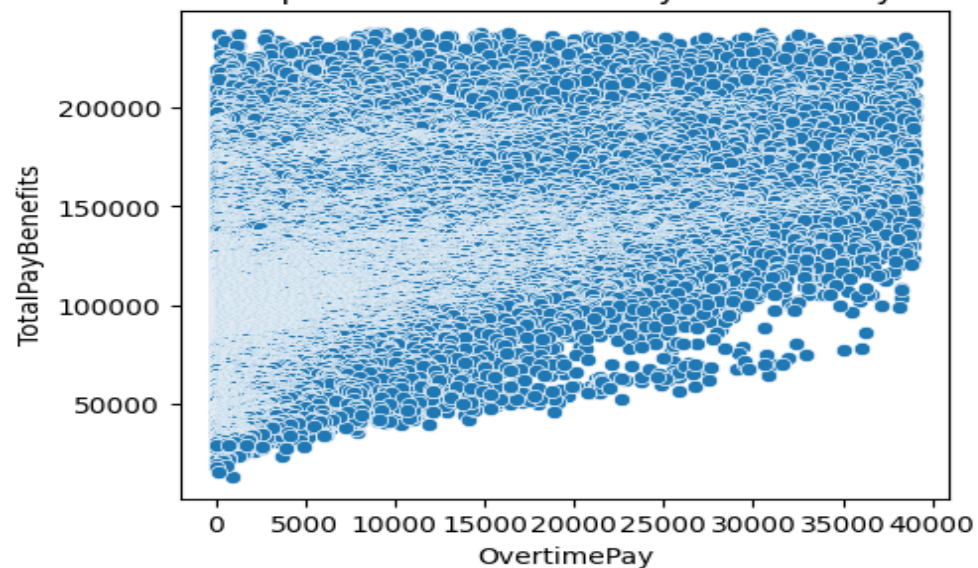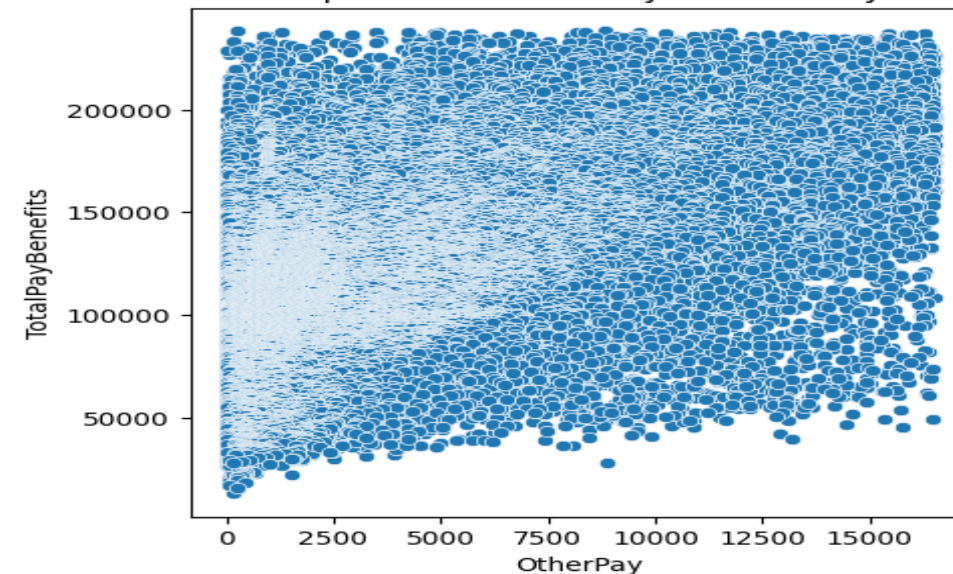
EACH COMPENSATION TYPE VS TOTAL PAY BENEFITS

THANK YOU