**MODULE-2**

**Scenario: Optimizing Employee Compensation and Resource Allocation.**

You're part of the HR analytics team at a mid-sized company. Your manager has asked you to analyze the employee data to make informed decisions about salary adjustments, identify potential issues, and optimize resource allocation across departments.

You plan to answer the following questions to achieve your task.

**a. Increasing Employee Satisfaction:**To boost employee satisfaction, the company has decided to give a 10% salary increase to all employees. Write a query to update the salaries accordingly.

**Ans :-** UPDATE Employees SET Salary = Salary \* 1.10;

**b. Evaluating Average Salary:** Your manager wants to know the average salary of the employees to ensure the company remains competitive in the market. Write a query to calculate the average salary.

**Ans :-** Select AVG(Salary) As average\_salary FROM employees;

**c. Salary Range Analysis:**It's important to understand the spread of salaries within the company. Calculate the difference between the highest and lowest salary.

Ans:- Select MAX(salary) - MIN(salary) As salaryrange from employees;

**d. Identifying High Earners in HR:**To ensure fair compensation, the company wants to identify employees in the HR department who earn more than $50,000. Write a query to find these employees.

Ans :- SELECT EmployeeID, Name, Salary FROM Employees

WHERE Department ='HR' AND Salary > 50000;

**e. Targeting Young or Low-Earning Employees for Development Programs:** The company is launching a development program aimed at employees who are either younger than 25 or earning less than $50,000. Identify these employees.

Ans :- SELECT EmployeeID, Name, Age, Salary FROM Employees

WHERE Age < 25 OR Salary < 50000;

**f. Resorce Allocation:** For resource planning, it’s important to know which employees are not part of the IT department. Write a query to retrieve this list.

Ans:- SELECT EmployeeID, Name, Department FROM Employees WHERE Department <> 'IT';

**g. Age-Specific Insights:**Check if there are any employees who are exactly 30 years old. This can help in planning targeted age-specific benefits or activities.

Ans :- SELECT EmployeeID, Name, Age FROM Employees WHERE Age = 30;