# Business Problem

Salary Analysis:Harvea Space Digital marketing Company

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# Business Domain

The business domain of this project is the analysis of salary within a digital marketing company Harvea Space.

# Problem

Understanding the salary distribution and trends within the company's workforce to make informed decisions regarding compensation, employee retention, and recruitment strategies.

# Stake Holders

The stakeholders in this project can include:

1. Human Resources Department
2. Management Team
3. Finance Department
4. Investment/Share holders

# Assumptions

-The dataset provided is representative of the entire employee population and salary in the company.

-The dataset is accurate and free from significant errors or missing values.

-The department and location information is correctly recorded.

-The salary values are in the currency specified by the company's operating country.

-The salary ranges (Minimum_Salary and Maximum_Salary) reflect the appropriate job positions.

## Main Challenges

-Handling and cleaning the dataset to ensure accuracy and consistency.

-Identifying factors influencing salary disparities among employees.

-Analyzing the impact of factors such as job title, department, and experience on salary.

-Providing actionable insights for salary optimization and employee satisfaction.

-Identifying relevant metrics and variables to analyze and draw meaningful conclusions.

-Interpreting the findings and translating them into actionable recommendations.

## Solution

-Perform an EDA analysis of the employee using SQL to gain insights into their job, department analysis and salary analysis.This analysis will help uncover patterns, trends, and insights to answer specific questions about the employee.strategies.

## Hypothesis

Possible hypotheses for this project may include:

-There may be variations in salary ranges across different departments and job positions.

-Certain departments may exhibit higher diversity and inclusion compared to others.

-There is a correlation between experience and salar, .Employees with more experience tend to have higher salaries.

-Salaries vary across different departments, with some departments offering higher salary.

-There may be salary discrepancies based on gender, which need to be explored.

# Suggestions

-Develop a comprehensive database schema to Employee-related data efficiently.

-Create SQL queries to explore employee profiles, departments, jobs and salary.

-Visualize salary distribution to understand the range and distribution of salaries.

-Compare the salaries of employees in different departments to identify areas where adjustments may be needed.

-Perform a gender-based salary analysis to identify any potential gender pay gaps.

-Identify correlations between variables such as experience and salary.

-Reviewing and potentially adjusting the salary structure  in departments with lower representatio to ensure competitiveness and employee satisfaction.

-Generate visualization and reports to present the findings in a clear and understandable manner to stakeholders