Employee Data Analysis using Excel

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PROJECT TITLE

SALARY&COMPENSATION ANALYIS THROUGH EXCEL DATA MODELLING

AGENDA

PROBLEM STATEMENT

Internal equity

Executive compensatioN

Perceived equity

Geographical differentials

Rewarding niche jobs

Salary growth

PROJECT OVERVIEW

Compensation is a systematic approach to providing monetary value to employees in exchange for work performed. Compensation may achieve several purposes assisting in recruitment, job performance, and job satisfaction.

WHO ARE THE END USERS?

HR Professionals
Compensation Managers
Business Leaders
Finance Teams
Operations Managers

OUR SOLUTION AND ITS VALUE PROPOSITION

An employee value proposition (EVP) is a system that outlines what a company offers employees in exchange for their work, including compensation and benefits. A competitive compensation package is a key part of an EVP that can help attract and retain talent. Here are some ways to create a competitive compensation package:

Dataset Description

This dataset contains information about the salaries of employees at a company. Each row represents a different employee, and the columns include information such as age, gender, education level, job title, years of experience, and salary.

THE "WOW" IN OUR SOLUTION

•Be flexible

Even if the employer is unable to provide the salary amount you want, they may be able to offer other forms of compensation. For example, you may be able to negotiate more stock options, extra vacation days or additional work-from-home days to combat a lengthy

MODELLING

A compensation model is a structured framework that defines how an organization remunerates its employees, encompassing elements such as base salary, variable pay, benefits, equity, and allowances.

RESULTS

Accounting

- Fixed Term
- Permanent
- Temporary
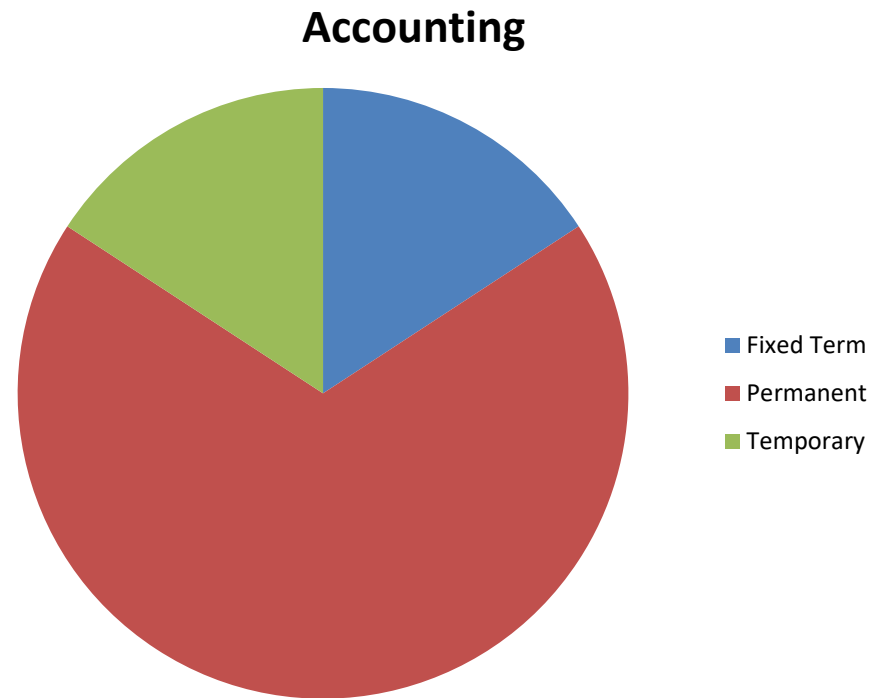
conclusion

Our salary and compensation analysis, leveraging
Excel data modeling, has provided valuable insights into
our organization's compensation structure.

- Average salaries by job title, department, and location,enabling informed decisions on future hiring and promotions.
- Predictive models for salaries based on various factors, supporting data-driven decision-making.